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ABSTRACT

In this summary of research projects funded by the Office of Research and Development (ORD) of the Employment and Training Administration, only projects completed between July, 1975 and September, 1978 are listed. Projects and publications presented for program planning and administration, programs and techniques, the labor market, and economic and social policies are listed by subject. Institutional, doctoral dissertation and small research grants are listed separately. Projects supervised by the Department of Labor's Bureau of International Labor Affairs are also included. Each entry includes a set of indexing terms which indicate what information may be found in the project or application. An appendix contains guidelines for submission of proposals and an excerpt from the Comprehensive Employment and Training Act of 1973. (Author/EB)

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Research and Development Projects

U.S. Department of Labor
Ray Marshall, Secretary

Employment and Training Administration
Ernest G. Green
Assistant Secretary for Employment and Training

1978 Edition

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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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INTRODUCTION

The eighth annual edition of *Research and Development Projects* [1] summarizes the projects funded by the Office of Research and Development (ORD) of the Employment and Training Administration. It includes all projects active on September 30, 1978, and all those completed between July 1, 1975 and September 30, 1978. Summaries are provided only for those projects which were still in progress on September 30, 1978, and for those which were completed between October 1, 1977, and September 30, 1978. In addition, it lists reports and other significant publications funded by ORD which were received during the previous 2 fiscal years.

The book is published under the authority of the Comprehensive Employment and Training Act (CETA) of 1973. Under CETA, program funds are distributed to "prime sponsors," primarily local governments or States acting for less populous jurisdictions, to plan and administer programs tailored to the specific needs and circumstances of their own unemployed and underemployed residents. Among the activities specified in CETA are the responsibilities, assigned to the Federal Government, to conduct "a comprehensive program of manpower research" and "a program of experimental, developmental, demonstration, and pilot projects... for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems." The research and development program is authorized by sec. 311 of CETA, which is reprinted in the appendix.

The Office of Research and Development intends to make the contents of this book as accessible as possible. Accordingly, the book includes a set of "descriptors" with each entry. These are indexing terms, whose purpose is to give the reader a quick summary of the subjects about which information may be found in the project or publication. The descriptors are also used to construct the subject matter index.

The projects and publications presented in chapters 1 through 4 are grouped by subject matter. However, institutional, doctoral dissertation, and small research project grants are listed separately in chapter 5. This arrangement underlines the fact that they represent a separate special program whose major focus is on developing knowledge among researchers and academicians, encouraging academic institutions to provide training for program staffs, and strengthening the research community from which the Employment and Training Administration draws information for policy planning. Projects supervised by the Department of Labor's Bureau of International Labor Affairs are shown in chapter 6.

Comments from readers and suggestions for improvements will be welcome; they should be addressed to the Employment and Training Administration, Office of Research and Development, Washington, D.C. 20213.

For persons who are interested in submitting proposals for research and development projects, the appendix contains guidelines for submission of proposals (no application form is needed) and the statutory language that outlines the goals and the functions of the research and development program. Those who wish to submit proposals are urged to study the appendix thoroughly before doing so.

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[1] Formerly *Manpower Research and Development Projects*. On Nov. 12, 1975, the Secretary of Labor changed the Manpower Administration's agency designation to the Employment and Training Administration. Program activities and responsibilities were not affected by the change.

SOURCES OF REPORTS ON RESEARCH AND DEVELOPMENT PROJECTS

PLEASE READ CAREFULLY TO AVOID UNNECESSARY DELAYS IN OBTAINING REPORTS

This book lists projects completed during the period July 1975 through September 1978. The supply of reports on these projects permits free distribution through the Employment and Training Administration only on a very limited basis. Accordingly, arrangements have been made for sale of the reports through two federally operated information storage and retrieval systems. These arrangements, as well as other sources of the reports and related publications, are indicated in the lists at the end of each section. The key to the abbreviations used there and instructions for obtaining the publication are as follows:

NTIS—National Technical Information Service. Copies are available in paper or in microfiche. Query NTIS directly for ordering information. National Technical Information Service, Operations Division, Springfield, Va. 22151. Telephone: 703/557-4650.

GPO—Government Printing Office. Inquire directly for price. Send order with required remittance to Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

ETA—Employment and Training Administration. Single copies free upon request to U.S. Department of Labor, Employment and Training Administration, Office of Research and Development, Washington, D.C. 20213, as long as they are available.

ERIC—Educational Resource Information Center. Copies are available in paper or in microfiche. Address requests directly to ERIC Document Reproduction Service (EDRS), Post Office Box 190, Arlington, Va. 22210. Telephone: 703/841-1212.

Other sources are indicated for a few publications. Order from the specified source or, for books, from bookstores.

In addition, summaries of reports completed after this volume was prepared are available from the Employment and Training Administration's Office of Research and Development. Copies of the full reports are available for inspection in that office.

Libraries of all major universities and colleges throughout the United States now have copies of "Guides to The National Longitudinal Surveys of Labor Force Behavior and Work Attitudes." The guides provide a detailed introduction to the mass of data produced by the National Longitudinal Survey directed by Professor Herbert S. Parnes of the Center for Human Resource Research of The Ohio State University. The guides are designed for the use of scholars and researchers and contain explanations of the methodology and content of the data tapes, alphabetic indexes to all of the variables available on tapes, copies of all survey questionnaires, and information needed for ordering the tapes. Scholars interested in using the NLS data should get in touch with their institution's libraries.

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1. PROGRAM PLANNING AND ADMINISTRATION

1A. COMPREHENSIVE EMPLOYMENT & TRAINING ACT AGENCY PLANNING

1-001 Assessment of the Comprehensive Employment and Training Act

NATIONAL ACADEMY OF SCIENCES
WASHINGTON, D.C.

William Mirengoff

Grant 21-11-77-07
Project completed fiscal year 1978

Descriptors: CETA PROGRAMS; PRIME SPONSORS (CETA); ASSESSMENT AND EVALUATION

The grantee assessed the structural and programmatic impact of the Comprehensive Employment and Training Act (CETA) on employment and training programs administered by the Department of Labor (DOL). The assessment was performed under the provisions of a Ford Foundation grant for the first 2 years and with the assistance of the DOL grant for the 3rd year.

The final report explores the differences between CETA title I programs and their predecessors and compares legislative goals with results. It also examines the impact of public service employment programs on the structurally oriented programs of title I and the degree to which its primary objective, creation of jobs that would not otherwise exist, is achieved.

THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT: THE EARLY YEARS
William Mirengoff and Lester Rindler
March 1978
National Academy of Sciences, 2101 Constitution Avenue, N.W., Washington, D.C. 20418

1-002 Cooperative Dispersed Urban Area Manpower Planning for Nonmetropolitan Populations

CENTER FOR ECONOMIC DEVELOPMENT, THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 21-48-75-02
Project completed fiscal year 1976
Dr. Niles M. Hansen
November 1975

Report Descriptors: MIGRATION; REGIONAL PLANNING; NONMETROPOLITAN AREAS; STATE AND LOCAL GOVERNMENTS; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING

NTIS PB246936/AS

1-003 Development of a Decisionmaking Matrix and Resource Allocation Model for the Bridgeport Labor Market Area

OFFICE OF THE MAYOR, CITY OF BRIDGEPORT
BRIDGEPORT, CONN.

Grant 21-09-74-35
Project completed fiscal year 1976

BRIDGEPORT AREA MANPOWER INFORMATION SYSTEMS PROJECT
Jerry Y. Sedich and John N. Valakas
June 1976

Report Descriptors: ASSESSMENT AND EVALUATION; AREA PLANNING; LABOR MARKET INFORMATION; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); ECONOMIC ANALYSIS AND ECONOMETRICS; MATHEMATICAL MODELS

NTIS PB256315/AS

1-004 Facilitating Manpower Agencies' Ability to Adopt New Procedures

MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

Grant 92-26-72-33 (formerly Contract 82-24-70-23)
Project completed fiscal year 1976

ROLE MODELING, ROLE PLAYING—A MANUAL FOR VOCATIONAL DEVELOPMENT AND EMPLOYMENT AGENCIES
1973

Report Descriptors: ROLE PLAYING; VOCATIONAL GUIDANCE; EMPLOYMENT POLICY; ROLE MODELS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; HANDBOOKS

NTIS PB199840/AS

IMITATION—SIMULATION TAPES AND WORKBOOK (REVISED)
1973

Report Descriptors: SIMULATION; COUNSELING AND GUIDANCE; ROLE PLAYING; AUDIOTAPES; INSTRUCTIONAL MATERIALS

GROUP LEADERSHIP TRAINING FILMS AND WORKBOOKS
1973

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: STAFF TRAINING; FILMS; INSTRUCTIONAL MATERIALS

PUTTING SOCIAL SCIENCE KNOWLEDGE TO USE IN THE MANPOWER SYSTEM: AN OVERVIEW REPORT
Jesse E. Gordon, Harvey Bertcher, et al.
January 1974

Report Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; INTERSYSTEM LINKAGES; LITERATURE REVIEW

NTIS PB227360/AS

LOCAL OFFICE DECISIONMAKING AND IMPLEMENTATION (LODI)
Dr. Harvey Bertcher, Dr. Robert Kozma, and C. Rand Anderson
December 1975

Report Descriptors: PRIME SPONSORS (CETA); EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; SERVICE DELIVERY SYSTEMS; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); EMPLOYMENT SERVICE MANAGEMENT; INSTRUCTIONAL MATERIALS

NTIS PB255462/AS

MAKING SOCIAL SCIENCE KNOWLEDGE AVAILABLE FOR USE IN THE EMPLOYMENT AND TRAINING SYSTEM: AN OVERVIEW REPORT
May 1978

Report Descriptors: INSTRUCTIONAL MATERIALS; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT

NTIS PB284587/AS

1-005 FEASIBILITY STUDY TO DEVELOP A MODEL FOR FURTHERING THE INVOLVEMENT OF PRIVATE INDUSTRY WITH CETA SPONSORS, ESPECIALLY IN TRAINING

INDUSTRIAL RESEARCH UNIT, THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 21-42-77-02
Project completed fiscal year 1977
Dr. Herbert R. Northrup, Richard L. Rowan, Bernard E. Anderson, and John E. Welsh
July 1977

Report Descriptors: EMPLOYABILITY DEVELOPMENT TEAMS; CETA PROGRAMS; OCCUPATIONAL TRAINING; VOCATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT; PRIVATE INDUSTRY; PENNSYLVANIA, PHILADELPHIA

NTIS PB270570/AS

1-006 THE INTRODUCTION OF CETA IN BOSTON AND EASTERN MASSACHUSETTS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.
AND
NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Grants 21-25-74-33 and 42-25-74-08
Project completed fiscal year 1977

THE IMPLEMENTATION OF CETA IN BOSTON, 1974-1977
Dr. Irwin L. Herrnstadt, Dr. Morris A. Horowitz, and Marlene B. Seltzer
July 1977

Report Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; MASSACHUSETTS

NTIS PB270402/AS
ETA R&D MONOGRAPH NO. 57

CETA IN EASTERN MASSACHUSETTS
Thomas A. Barocci And Charles A. Myers
August 1977

Report Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT

NTIS PB271308/AS

1-007* INVOLVING PRIVATE EMPLOYERS IN CETA PROGRAMS: A CASE STUDY

THE CONFERENCE BOARD
NEW YORK, N.Y.

Leonard A. Lecht

Grant 21-36-77-08
Project still in progress

Descriptors: CETA PROGRAMS; PRIVATE INDUSTRY; PRIME SPONSORS (CETA)

The grantee is conducting intensive case studies of nine prime sponsors with records of successful cooperation with business firms. Data are also being obtained from approximately 50 firms in the areas served by these sponsors, as well as from regional and national ETA officials.

The end product of the study will consist of an analytic report assessing the economic, organizational, political, and social factors facilitating private sector involvement in CETA programs. The report will identify "best practice" approaches that foster greater employer participation in specific environments. Special attention will be given to approaches that have proven successful in local labor markets with above-average unemployment levels. Consideration will also be given to the significance of the

findings for changes in national regulations and policies, such as incentive tax credits, that could increase the attractiveness of the programs to employers.

1-008* MULTIPROJECT DEMONSTRATION OF MANPOWER DEVELOPMENT

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

George B. Autry

Contract 82-37-71-47
Project still in progress

Descriptors: STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); DECATEGORIZATION; REVENUE SHARING; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); NORTH CAROLINA

This project is developing and assessing the means by which a State can improve its planning and delivery of employment and training services. Activities focus primarily on: (1) The planning process and problems encountered in operating CETA programs and (2) the potential of a model as a monitoring and research assistance tool for the region. Working with North Carolina's State planning officials and the staffs of the employment service, the U.S. Department of Labor, region IV, and selected local jurisdictions, North Carolina Manpower Development Corporation (NCMDC) is providing both local and regional assistance and feedback to State and local agencies and to regional and national Employment and Training Administration offices. Additionally, NCMDC is preparing detailed case studies of the processes utilized by local jurisdictions in shifting from categorical programing to locally planned comprehensive programs.

ALLOCATING MANPOWER FUNDS WITHIN A STATE
May 1973

Report Descriptors: REVENUE SHARING; STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); SERVICE DELIVERY SYSTEMS; DECATEGORIZATION; NORTH CAROLINA

STATE AND LOCAL MANPOWER PLANNING UNDER ADMINISTRATIVE REVENUE SHARING
June 1974

Report Descriptors: COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); DECATEGORIZATION; SERVICE DELIVERY SYSTEMS; REVENUE SHARING
ETA

CETA PRIME SPONSORSHIP IN NORTH CAROLINA
March 1974

Report Descriptors: CATEGORICAL EMPLOYMENT AND TRAINING PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; LABOR SUPPLY PROJECTIONS; NORTH CAROLINA

FINAL REPORT ON THE EMERGENCY EMPLOYMENT ACT OF 1971
November 1972

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971)

AN OVERVIEW OF THE MANAGEMENT AWARENESS PROGRAM
August 1973

Report Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; CATEGORICAL EMPLOYMENT AND TRAINING PROGRAMS

NTIS PB222916/AS
ERIC ed 079612.

MANAGEMENT AWARENESS PROGRAM INSTRUCTOR'S MANUAL
September 1973

Report Descriptors: ATTITUDES; INSTRUCTORS; MANAGEMENT TRAINING; WORKER UTILIZATION; MOTIVATION; BLACKS; PERSONNEL ADMINISTRATION; ENTRY-LEVEL EMPLOYEE PROBLEMS; SUPERVISION; INSTRUCTIONAL MATERIALS

NTIS PB223947/AS

CETA TITLE VI PROJECT DESCRIPTION REPORTS
George B. Autry
June 1977

Report Descriptors: CETA PROGRAMS; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT PROGRAMS; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES

NTIS PB268561/AS
Office of Community Employment Programs, 601 D St., N.W., Rm. 5328, Washington, D.C., 20213

THE UTILIZATION AND EFFECTIVENESS OF CETA TITLE I SPECIAL GRANTS TO GOVERNORS
Edward Dement and George B. Autry
April 1977

Report Descriptors: STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); REVENUE SHARING; VOCATIONAL EDUCATION

NTIS PB268230/AS
ETA COPIES LIMITED

1-009* PLANNING AND IMPLEMENTATION OF PSE TITLE VI EXPANSION PROJECTS

MDC, INC.
CHAPEL HILL, N.C.

George B. Autry and R. C. Smith

Contract 21-37-77-38
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: CETA SERVICES AND PLANNING; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; PRIME SPONSORS (CETA)

Under the Emergency Jobs Program Extension Act of 1976, CETA prime sponsors were required to develop public service employment projects utilizing low-income, long-term unemployed workers and AFDC recipients. The primary objective of this study is to identify structural and operational problems encountered in program design and implementation, as well as to provide information needed to refine procedural and operational guidelines. Specifically, the study is assessing: (1) The experiences of prime sponsors in expanding title VI programs, with emphasis upon factors influencing their response in a new national program initiative; (2) the extent to which the fiscal 1977 expansion met national policy objectives; and (3) the extent to which selected exemplary projects met their dual objectives of creating jobs and supplying needed community services.

1-010* THE TRANSITION TO CETA IN OHIO: AN ANALYSIS OF IMPLEMENTATION (PHASE I), MAXIMIZING CETA GOAL ACHIEVEMENT THROUGH PRIME SPONSOR MANAGEMENT SYSTEMS (PHASE II), AND AREAWIDE PLANNING IN CETA (PHASE III)

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr. Randall Ripley, Chairman, Department of Political Science

Grant 21-39-75-10
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; OHIO

Conclusions from this study are based on extensive field work in 32 prime sponsorships and aggregate data on all 446 prime sponsorships. The broadest conclusion is that CETA program performance at the local level is not highly constrained. Local decisionmakers, particularly local professional staff members, have a great deal of latitude in choosing different options as they design delivery systems and a great deal of influence in determining who gets served and how well the programs perform.

Unemployment, the history of pre-CETA programs, demographic composition of the community, the nature of participants served, and the activities of Department of Labor (DOL) regional offices were all found to be only very weak constraints on program choices and performance.

Program performance is, however, significantly affected by factors over which local managers have considerable control: Program mix; programmatic priorities; and management decisions and followthrough in the areas of staff quality, data collection and use, monitoring and evaluation of programs, degree of subcontracting for service delivery, use of requests-for-proposals for subcontracting, open decisionmaking centered in the advisory council, and conflict management strategies.

A number of specific recommendations based on the findings and observations of the study, and relevant both to DOL and prime sponsors, are made.

A third phase of this project, "Areawide Planning in CETA", will focus on different forms of areawide planning for local labor markets as a critical feature of comprehensive planning and program operations by prime sponsors. The study will be done on the context in which areawide planning is set and what program results are associated with different kinds of planning actions. Indepth analysis will be made of the links between different kinds of planning systems and program results.

THE IMPLEMENTATION OF CETA IN OHIO
September 1975

NTIS PB266369/AS
ETA R&D MONOGRAPH NO. 44

CETA PRIME SPONSOR MANAGEMENT DECISIONS AND PROGRAM GOAL ACHIEVEMENT
September 1976

NTIS PB266369/AS
ETA R&D MONOGRAPH NO. 56

1B. LABOR MARKET AND OTHER INFORMATION SYSTEMS

1-011* COMMITTEE ON OCCUPATIONAL CLASSIFICATION AND ANALYSIS

NATIONAL ACADEMY OF SCIENCES
WASHINGTON, D.C.

Dr. Donald J. Treiman

Grant 21-11-77-35
Project still in progress

Descriptors: OCCUPATIONAL CLASSIFICATION; JOB ANALYSIS; EMPLOYMENT SERVICE MANAGEMENT; PUBLIC EMPLOYMENT SERVICE; OCCUPATIONAL INFORMATION; JOB MATCHING; LABOR MARKET INFORMATION

The grantee will assemble a 12-member interdisciplinary committee of experts and supporting staff who will be responsible for a major independent assessment of the long-range need for and utility of the *dictionary of occupational titles* and other activities of the Occupational Analysis (OA) Program of the public employment service. The committee will issue papers, conduct an extensive user survey, conduct site visits to the OA Field Centers, and develop recommendations concerning the future role and operational implementation of the Occupational Analysis Program, including a description of needed products and alternative cost effective means for their development.

1-012 COMMUNITY PLANNING FOR HUMAN RESOURCE DEVELOPMENT, AN EXPERIMENT AND DEMONSTRATION

CITY AND COUNTY OF SAN FRANCISCO
SAN FRANCISCO, CALIF.

Grant 21-06-74-18
Project completed fiscal year 1976

COMMUNITY PLANNING FOR HUMAN RESOURCES DEVELOPMENT
Robert J. Greene, Project Director, The Mayor's Office of Manpower
September 1975

Report Descriptors: EDUCATION; INDUSTRIAL TRAINING; STATE AND LOCAL GOVERNMENTS; PRIME SPONSORS (CETA); TECHNICAL SCHOOLS; CALIFORNIA, SAN FRANCISCO

NTIS PB247793/AS

1-013 DEMONSTRATING, VALIDATING, AND REFINING A SYSTEMATIC METHOD BY MEANS OF WHICH THE LABOR EXCHANGE ROLE OF THE FEDERAL-STATE EMPLOYMENT SERVICE CAN BE COMPARED TO THE LABOR EXCHANGE ROLE OF CLASSIFIED HELP WANTED ADS

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Grant 21-11-74-28
Project completed fiscal year 1977

THE COMPARATIVE LABOR MARKET ROLE OF NEWSPAPER HELP WANTED ADS AND PUBLIC EMPLOYMENT SERVICE JOB LISTINGS
Miriam Johnson and Marged S. Sugarman
January 1977

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR; NEWSPAPER ADVERTISEMENTS; PUBLIC EMPLOYMENT SERVICE; JOB LISTING

NTIS PB270406/AS

THE PUBLIC EMPLOYMENT SERVICE AND HELP WANTED ADS: A BIFOCAL VIEW OF THE LABOR MARKET
June 1978
ETA R&D MONOGRAPH NO. 59
GPO STOCK NO. 029-000-00318-1

1-014 DEMONSTRATION PROGRAM ON THE CAREER INFORMATION SYSTEM

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION
WASHINGTON, D.C.

Francis Burtnett

Contract 21-11-76-08
Project completed fiscal year 1978

Descriptors: CAREER CHOICE; CAREER INFORMATION SYSTEM; OCCUPATIONAL CHOICE; LABOR MARKET INFORMATION

The American Personnel and Guidance Association designed and conducted eight workshops to provide information and instruction to career education counselors, teachers, and administrators.

The eight locations were selected by a survey conducted in the association's official newspaper, *The Guidepost*; thus the workshops were held where the greatest interest had been indicated.

Overall, participants rated the workshops high in having achieved their stated objectives. Followup surveys conducted 6 months later indicate that some 72 percent of the respondents had modified or somehow changed their agency's or school's information delivery system; 80 percent found the conference useful in their work; and 73 percent felt that the experience enabled them to better assess their school's or agency's information needs and delivery capabilities. By interesting educators in career information systems and helping to improve their effectiveness, this demonstration effort may contribute to easing the transition from school to work.

1-015* DEMONSTRATION PROJECT FOR WORK ON A SCIENCE AND ENGINEERING NEWSLETTER FOR BLACK STUDENTS IN GRADES 4 THROUGH 8

NATIONAL CONSORTIUM FOR BLACK PROFESSIONAL DEVELOPMENT
LOUISVILLE, KY.

Dr. Henford D. Stafford

Grant 21-21-78-27
Project still in progress

Descriptors: YOUTH; SCIENTISTS; ENGINEERS; STUDENTS; LABOR MARKET INFORMATION; CAREER EXPLORATION

The objective of this project is to improve the *Quarterly Science and Engineering Newsletter*, a publication for black students in grades 4 through 8. The purpose of the *newsletter* is to interest minority youth in the sciences and engineering. The project aims at increasing circulation to school districts enrolling large numbers of black elementary and junior high school youth. It is working to improve the *newsletter* by adding material to familiarize black students with careers in the sciences, provide role models for the youth, encourage their curiosity, and establish an "open line" of contact with them.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-016 Determining the Management Information Needs of the U.S. Employment Service

MACRO SYSTEMS, INC.
SILVER SPRING, MD.

John M. Greco

Contract 20-24-76-69
Project completed fiscal year 1978

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; INFORMATION SYSTEMS; SYSTEMS DESIGN AND ANALYSIS

The objectives of this project were: (1) To conduct an independent and comprehensive assessment of management processes and supporting information needs at all levels of the Federal-State employment service system; (2) to analyze the extent to which the current and planned management processes and supporting data systems of the Employment and Training Administration (ETA) provide information for timely, informed decisionmaking; and (3) to make recommendations to improve management systems and for identifying and filling existing management information gaps.

The contractor: (1) Completed an extensive interview schedule with key employment service personnel and analyzed the available literature on the employment service; (2) developed flow charts showing management processes and supporting information needs for each organizational level; and (3) compared the management processes and supporting information needs with the characteristics of an idealized system and made recommendations for improvements in the existing processes and supporting data components.

The study found that:

(1) Information needed by employment service (ES) managers, including the data elements necessary to calculate most of the performance indicators, appear in one or more of the automated systems that support the ES management system. However, management reports do not contain the necessary information because of problems with format, content, and timeliness.

(2) The current system does not readily provide the necessary information to monitor employer services and job development activities, to monitor CETA caseload and WIN project activities, or to estimate the economic impacts of the ES.

(3) Inefficiencies and data unreliability occur because ES management's different supporting systems were mostly developed independently of one another and have rigid duplicate file maintenance and reporting facilities. The study recommended the review of ETA's current efforts at system redesign to insure their adequacy.

VOL. I. ASSESSMENT AND FINDINGS—FINAL REPORT

John M. Greco, Macro Systems, Inc. and Dr. Charles K. Fairchild, Abt Associates, Inc.
April 1978

NTIS PB285176/AS

VOL. II: APPENDICES
April 1978

1-017* The Development and Assessment of an Experimental Full-Time Employment Service for Agricultural Economists

AMERICAN AGRICULTURAL ECONOMICS ASSOCIATION
LEXINGTON, KY.

Dr. Loys L. Mather, Department of Agricultural Economics, University of Kentucky

Grant 21-21-73-42
Project still in progress

Descriptors: AGRICULTURAL ECONOMISTS; JOB MATCHING; COMPUTER SYSTEMS

The project is trying to improve access to the job market for agricultural economists and employers. To do so, it is providing potential employers with profiles that show the characteristics and specialties of individuals selected from the entire membership of the American Agricultural Economics Association. Through a computerized job matching system, agricultural economists, both new entrants and those with experience, will be exposed to a much larger job market than was previously available to them.

The project, a joint venture of the American Agricultural Economics Association (AAEA) and the Illinois Bureau of Employment Security, was divided into three phases—development, implementation, and operation and assessment. The initial phase, involved development, testing, and implementation of computer programs necessary for a job matching employment service. Agricultural economists and employers of agricultural economists were informed of the nature of the new service, which is to include profiles of all members of the AAEA. The model, now in operation, provides information on the characteristics of all applicants and job-matching services. It is being operated by the Illinois Bureau of Employment Security (IBES). Efforts will be made to calculate operating costs per placement and analyze the ability of the system to serve fully employers and agricultural economists.

1-018 Development of a Model System of Manpower and Economic Indicators and Forecasts for Urban Labor Market Areas

MAYOR'S COUNCIL OF MANPOWER AND ECONOMIC ADVISORS
CHICAGO, ILL.

Samuel C. Bernstein, Mayor's Office of Manpower

Grant 21-17-73-48
Project completed fiscal year 1978

Descriptors: ECONOMIC FORECASTING; ECONOMIC INDICATORS; LABOR SUPPLY PROJECTIONS, MODELS; URBAN AREAS; ILLINOIS, CHICAGO

This project established a local data system and a manpower and economic forecasting model to improve manpower and economic policy and planning in the Chicago city government. The data sets, methodological procedures, and organizational approaches developed are generally applicable to large urban markets.

Using existing data sources, the grantee developed an economic indicator series to provide data on population, labor force behavior and activity, employment, and income for small areas within the larger city area.

These data are designed especially for planning CETA programs. Hence the report discusses in detail the application of the indicator series to such planning.

July 1977

NTIS PB284217/AS

1-019 THE DEVELOPMENT OF A REGIONAL COMPUTER-BASED MANAGEMENT INFORMATION SYSTEM

REGION IX, EMPLOYMENT AND TRAINING ADMINISTRATION, U.S. DEPARTMENT OF LABOR
SAN FRANCISCO, CALIF.
AND
LAWRENCE BERKELEY LABORATORY
BERKELEY, CALIF.

Agreement 20-06-75-08
Project completed fiscal year 1977

AN INVESTIGATION INTO THE COMPUTERIZED DATA BASES OF THE EMPLOYMENT AND TRAINING ADMINISTRATION
Walter Postle and Bradford Heckman
January 1977

Report Descriptors: INFORMATION SYSTEMS; LABOR MARKET INFORMATION; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; CALIFORNIA; ARIZONA; HAWAII; NEVADA

NTIS LBL6122/U

1-020* ESTABLISHMENT OF A NATIONAL REGISTRY FOR CETA PERSONNEL

ILLINOIS BUREAU OF EMPLOYMENT SECURITY
CHICAGO, ILL.

Katherine Nichols

Grant 21-17-77-10
Project still in progress

Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PROFESSIONALS; PUBLIC EMPLOYMENT SERVICE; PRIME SPONSORS (CETA)

A free employment exchange was established for jobs in the employment and training field—the "National Registry for Employment and Training Personnel." In developing the registry, the grantee analyzed existing experience with registries for professional groups and received guidance from an advisory council representing a broad range of relevant interests. The hiring practices of local employment and training officials were also surveyed.

Experience thus far with the registry suggests that there is still a sizable reservoir of jobs that could potentially be filled through this mechanism. In spite of extensive publicity efforts, the number of well-qualified applicants is far in excess of the number of jobs being offered.

Employers and jobseekers may contact the registry at the following address:

National Registry for Employment and Training Personnel
Illinois Job Service
40 West Adams Street
Chicago, Ill. 60603
Phone: (312) 793-4904

1-021 JOBSEEKING METHODS USED BY AMERICAN WORKERS

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Contract 20-11 73-04 (formerly 21-11-73-10)
Project completed fiscal year 1976
Carl Rosenfeld, Kopp Michelotti, and William V. Deuterman
1975

Report Descriptors: LABOR FORCE BEHAVIOR; JOB SEARCH; LABOR MARKET INFORMATION; JOB PLACEMENT; UNEMPLOYMENT

NTIS PB250484/AS
GPO BLS BULLETIN 1886 (STOCK NUMBER 029-001-01829-1)

1-022* LABOR MARKET INFORMATION AND JOB SEARCH SKILLS PROGRAM

UNIVERSAL SYSTEMS DEVELOPMENT, INC.
PHILADELPHIA, PA.

Dr. Robert Holden

Contract 20-42-78-53
Project still in progress

Descriptors: YOUTH; LABOR MARKET INFORMATION; COUNSELING AND GUIDANCE; EDUCATION; TRANSITION

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

FROM SCHOOL TO WORK; MINORITIES; PENNSYLVANIA, PHILADELPHIA

This project will develop an in-school labor market information and job search skills program for minority youth in an inner-city high school, to test the hypothesis that providing adequate labor market information to high school students will help them adjust to the labor market. Many labor market analysts believe that one reason for teenagers' floundering in the labor market and consequent high rates of unemployment is that reliable labor market information is not available to them before high school graduation. This lack is especially serious for young people who do not go to college, minority group members, and disadvantaged youth.

During the initial phase, the researcher will develop a specific program plan for the demonstration program. It will include a curriculum to instruct the students in the world of work; an analysis design, testing procedures, and measurements of outcomes.

The labor market experiences and behaviors of the youth who receive the project's services will be compared with those of a control group who receive only the counseling and labor market information routinely offered as part of their regular high school program.

1-023* A MANAGEMENT REVIEW OF THE OCCUPATIONAL ANALYSIS PROGRAM OF THE UNITED STATES EMPLOYMENT SERVICE

BOOZ, ALLEN AND HAMILTON, INC.
WASHINGTON, D.C.

Thomas L. Shaffer

Contract 20-11-78-23
Project still in progress

Descriptors: OCCUPATIONAL CLASSIFICATION; OCCUPATIONAL INFORMATION; PUBLIC EMPLOYMENT SERVICE; COST EFFECTIVENESS; ASSESSMENT AND EVALUATION

This project will review the present system of collecting, analyzing, compiling, and issuing occupational information under the guidance of the U.S. Employment Service's Office of Technical Support. It will evaluate these activities in the national and regional offices, as well as in the 10 occupational analysis field centers and a special project. The objective is to provide the information needed to improve the cost effectiveness of the program through possible modifications in organization, work processes, staffing levels, and number and location of occupational analysis field centers.

1-024* A METROPOLITAN AREA ECONOMETRIC MODEL TO ESTIMATE EMPLOYMENT BY INDUSTRY AND OCCUPATION AND TO MEASURE LOCAL IMPACTS OF PUBLIC PROGRAMS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg and Dr. Matthew P. Drennan

Grant 21-36-77-17
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; EMPLOYMENT; UNEMPLOYMENT; OCCUPATIONS; ECONOMIC ANALYSIS AND ECONOMETRICS; NEW YORK, NEW YORK

This study focuses on the development of a general econometric model linking the metropolitan economy to the national economy to facilitate the forecasting of economic activities of small areas, i.e., metropolitan areas and labor markets. Work thus far has been concentrated on developing models for the New York standard consolidated area (SCA) and the Baltimore standard metropolitan statistical area (SMSA).

To date, 183 national economic time series variables (from 1950 through 1976) have been coded, keypunched, and stored in the on-line computer system. Initially, 183 national variables were identified from published sources; about 110 additional national time series variables have been created and stored and are also accessible by terminal. The created variables are primarily constant dollar measures of national income by detailed industries and national income per employee by industry.

For the New York SCA, about 120 time series variables have been coded, keypunched, and stored in the on-line computer system. An equal number of time series variables have been computerized for New York City. Time series data for the Baltimore SMSA and city of Baltimore have been collected but are not yet accessible on the computer system. Very detailed employment data by industry and occupation for noncensus years for the New York SCA and New York City has been obtained from the New York State Department of Labor through 1974.

1-025* TEACHING JOB SEARCH TECHNIQUES

OLYMPUS RESEARCH CENTERS
WASHINGTON, D.C.

Garth L. Mangum and Miriam Johnson

Grant 21-11-78-59
Project still in progress

Descriptors: JOB SEARCH; LABOR MARKET INFORMATION; CETA; PUBLIC EMPLOYMENT SERVICE; JOB PLACEMENT; WORK INCENTIVE (WIN) PROGRAM

The objective of this study is to develop policy recommendations for the employment service and CETA administrators on job search training and offer suggestions on carrying them out, such as how-to-do-it manuals for practitioners. To do so, the researchers will determine the extent of such training, evaluate the various types of programs, and work out a program typology. They will obtain information from a literature search; interviews with Federal, State, and local public agency officials; site visits to assess and evaluate 10 to 12 operating programs; and followup interviews with 20 program completers and 20 controls at each site. The sites will be selected to

represent a wide variety of different types of job search programs.

The project is designed to increase the effectiveness of job search training and thus improve public employment services, especially for disadvantaged jobseekers.

1C. AGENCY CAPABILITIES

1-026* Alternative Strategies for Increasing the Level and Quality of ES Job Listings

BAYSIDE, N.Y.

Dr. Edward J. Giblin, Dr. Oscar A. Ornati

Contract 20-36-78-16
Project still in progress

Descriptors: EMPLOYER SERVICES; PUBLIC EMPLOYMENT SERVICE; JOB LISTING; INFORMATION SYSTEMS

The objective of this project is to examine and describe alternative ways for the U.S. Employment Service to increase the number and quality of jobs listed with State employment service (ES) agencies. It will also estimate the costs and results of the various alternatives.

To do so, the project will attempt to: (1) Find out when and why employers do or do not list jobs with the ES; (2) identify and assess the barriers to increasing the number of ES job listings; and (3) review alternative ways of securing greater cooperation from local employers. As part of this effort, the researchers will suggest any possible leverage ES staff may have with employers and review techniques used by other agencies in both the United States and other countries.

After assessing various ways of increasing the number of job listings and placements at State ES agencies, the project will estimate and rank the expected results and costs of these alternatives and recommend specific policy or program changes.

1-027* Analyzing the Impact of Mandatory Registration on U.S. Employment Service Performance

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

David A. Miller

Contract 20-42-75-45
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; ASSESSMENT AND EVALUATION; UNEMPLOYMENT INSURANCE

The purpose of this project is to determine the volume of mandatory registrants (e.g., welfare recipients, unemployment insurance claimants, and food stamp recipients) served by the employment service (ES) and the impact of that activity on the performance of the ES system.

The specific objectives of this research are: (1) To measure the workload imposed upon the ES by mandatory registrants and the "work test" function; (2) to identify the services provided by the ES to those regarded as mandatory registrants; (3) to distinguish two general categories of mandatory registrants—those who need and are interested in job search services and those who neither need nor want such services; and (4) to analyze the impact of the workload generated by mandatory registrants (particularly by those not in need of ES services) upon the deployment of ES resources.

The study includes a sample survey of local ES offices, mandatory registrants, and employers. A review of Federal and State statutes mandating ES registration is also being conducted.

1-028 An Assessment of the Reciprocal Contribution of Social Work Expertise and Manpower Programing

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 92-34-70-16
Project completed fiscal year 1977

TEACHING MANPOWER: A COLLECTION OF COURSES
Valerie Jorrin
February 1976

Report Descriptors: EXPERIMENTAL EMPLOYMENT AND TRAINING LABORATORIES; INSTRUCTIONAL MATERIALS; VOCATIONAL GUIDANCE

NTIS PB267541/AS

SOCIAL WORKERS AND MANPOWER PROGRAMS: AN EXPERIMENTAL APPROACH TO PROFESSIONAL TRAINING AND CURRICULUM DEVELOPMENT
January 1973

Report Descriptors: EXPERIMENTAL EMPLOYMENT AND TRAINING LABORATORIES; INSTRUCTIONAL MATERIALS

NTIS PB267543/AS

1-029 Demonstration Project to Assess Provision of Services by ICESA, Inc., to the Department of Labor

INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES, INC.
WASHINGTON, D.C.

Grant 21-11-74-36
Project completed fiscal year 1976

ICESA CONFERENCE PROCEEDINGS—THE ROLE OF THE PUBLIC EMPLOYMENT SERVICE: 1975-1985
Murray Comarow
November 1975

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; FOREIGN EMPLOYMENT AND TRAINING POLICY; EMPLOYMENT AND TRAINING POLICY

NTIS PB248530/AS

1-030* Developing a Methodology for Determining Employment Service Penetration Rate of Job Market

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS

Dr. David W. Stevens

Contract 20-25-77-25
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; DATA SOURCES AND USE; LABOR MARKET INFORMATION

This project will explore what can be learned from available data sources about the national level and composition of job openings and new hires flows. An attempt will be made to estimate job openings and new hires and determine the proportion of such activity handled by the U.S. Employment Service. The contractor will review the literature on this subject, evaluate available data sources, and develop and test a methodology for making direct estimates. The contractor will then identify what improvements in the currently available data base are needed to produce the desired level of precision in the estimating process and suggest how these improvements might be made.

Development of an accepted method of estimating job openings, new hires, and the employment service share of such activity is expected to have significant implications for planning, budgeting, and evaluating employment service operations.

1-031 Developing Productivity Measures for the U.S. Employment Service

BOEING COMPUTER SERVICES, INC.
WASHINGTON, D.C.

Contract 20-11-75-50
Project completed fiscal year 1977

THE UNITED STATES EMPLOYMENT SERVICE: A CONCEPTUAL MODEL OF OUTPUTS, VALUES, AND ILLUSTRATIVE ESTIMATIONS

VOLUME I: FINAL REPORT

Neil S. Weiner, John H. Powel, and C. Michael Rahm
December 1976

Report Descriptors: PRODUCTIVITY; COSTS; PUBLIC EMPLOYMENT SERVICE

NTIS PB264502/AS

VOLUME II: APPENDICES
December 1976

NTIS PB264503/AS

1-032* Development and Revision of the Local ES Office Relocation Handbook

COMMUNITY RESOURCES GROUP
BOSTON, MASS.

Susan E. Philipson Bloom

Contract 20-25-77-32
Project still in progress

Descriptors: EMPLOYMENT SERVICE MANAGEMENT; HANDBOOKS

The *Location Handbook for Employment Service Local Offices* is being revised to incorporate procedures to serve the needs of unemployment insurance offices and to use a computer to perform much of the detailed clerical work. The content is also being updated to reflect experiences in State use.

The handbook provides step-by-step procedures by which census data may be used in urban and nonurban situations to maximize applicant convenience or increase the number of applicants in specific occupational groups.

1-033* Development and Testing of Employee Productivity Incentives for Local Offices of the U.S. Employment Service—Phase I

THE URBAN INSTITUTE
WASHINGTON, D.C.

John M. Greiner

Grant 21-11-78-36
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVES; JOB PERFORMANCE; PRODUCTIVITY; JOB PLACEMENT

The long term objective of this project is to develop, carry out, and evaluate employee productivity incentives in the local offices of two State employment services (ES) agencies. The project will test whether incentive rewards for local ES offices can serve as a cost effective management tool by improving staff performance without reducing overall employee job satisfaction. The researchers will assess the quantity, quality, and efficiency of the services local offices provide, with emphasis on placement-related activities.

This project will supply information on changes, resulting from incentive rewards, in local office performance, costs, and employee job satisfaction in each of the participating States. At least one State will test an incentive plan involving monetary rewards to local offices. The plan tested in the second State may use either cash, addi-

tional fringe benefits, or a combination of the two. The plans tested will offer incentives to group rather than individual performance, with the primary group expected to be the local office.

Phase I of the project involves the following tasks: (1) Selection of participating State employment service agencies; (2) design and development of incentive plans and followup procedures; and (3) design of evaluation plans, including initial collection of baseline data.

1-034 DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE (ES)

E. F. SHELLEY & CO., INC.
NEW YORK, N.Y.

Contract 20-36-74-22
Project completed fiscal year 1976

DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE (ES)

VOL. 1, EXECUTIVE SUMMARY

Stanley Applebaum and Dr. Charles K. Fairchild
August 1975

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; PRODUCTIVITY; LABOR MARKET AREA

NTIS PB247428/AS
ETA COPIES LIMITED

VOL. 2 (PARTS A AND B). FINDINGS AND RECOMMENDATIONS
August 1975
ETA COPIES LIMITED

VOL. 3, METHODOLOGY GUIDE
August 1975
ETA COPIES LIMITED

VOL. 4, HANDBOOK FOR ANALYZING LOCAL OFFICE PERFORMANCE
August 1975
ETA COPIES LIMITED

1-035 EFFECTIVENESS OF THE ANNUAL WORKER PLAN (RURAL MANPOWER MOBILITY PLAN)

KIRSCHNER ASSOCIATES, INC.
WASHINGTON, D.C.

Contract 20-11-76-31
Project completed fiscal year 1976

STUDY OF THE RURAL MANPOWER MOBILITY PLAN (ANNUAL WORKER PLAN)

VOL. 1, EXECUTIVE SUMMARY

Steve Van Dresser
August 1976

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; MIGRANTS; FARMWORKERS; EARNINGS; SEASONAL EMPLOYMENT; WORK SCHEDULES; RURAL AREAS

NTIS PB258701/LL

VOL. II, FINAL REPORT

Steve Van Dresser
August 1976

NTIS PB258702/LL

1-036 THE EFFECT OF EXECUTIVE ORDER 11598 ON THE LABOR MARKET PERFORMANCE OF THE EMPLOYMENT SERVICE

PURDUE UNIVERSITY
WEST LAFAYETTE, IND.

Grant 92-18-72-08
Project completed fiscal year 1976

THE IMPACT OF MANDATORY LISTING ON THE LABOR MARKET ROLE OF THE PUBLIC EMPLOYMENT SERVICE
John F. Baum and Joseph C. Ullman
September 1976

Report Descriptors: HIRING PRACTICES; MANDATORY JOB LISTING; EMPLOYER ATTITUDES; EXECUTIVE ORDER NO. 11598; JOB PLACEMENT; VETERANS; PUBLIC EMPLOYMENT SERVICE

NTIS PB252616/AS

1-037 THE EMPLOYMENT SERVICE: AN INSTITUTIONAL ANALYSIS

THE URBAN INSTITUTE
WASHINGTON, D.C.

Grant 20-11-76-10
Project completed fiscal year 1977
Mark Lincoln Chadwin, John J. Mitchell, Erwin C. Hargrove, and Lawrence M. Mead
May 1977

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; INSTITUTIONAL CHANGE; ORGANIZATIONAL ENVIRONMENT; STATE AND LOCAL GOVERNMENTS; ORGANIZATIONAL STRUCTURE

NTIS PB268363/AS
ETA R&D MONOGRAPH NO. 51

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-038 An Experimental Design of a Net Benefit Analysis of the Employment Service

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Dr. Arnold J. Katz, Associate Professor of Economics

Grant 21-42-75-13
Project completed fiscal year 1978

Descriptors: PUBLIC EMPLOYMENT SERVICE; COST EFFECTIVENESS; ASSESSMENT AND EVALUATION; METHODOLOGY; JOB APPLICANTS; JOB PLACEMENT; EMPLOYER SERVICES

This study focused primarily on methods of analyzing the labor market impact of employment service (ES) programs, a basic requirement for a comprehensive, integrated cost-benefit analysis of the public employment service.

It found that applicants who use the ES take significantly longer, on average, to find acceptable jobs than do other applicants but the ES contributes significantly to reducing the search time of specific groups who are unsuccessful in finding work in other ways.

Other study findings are:

1. The ES is typically used as a back-up to other methods of finding work. Substantial numbers of jobseekers turn to the ES for help after exhausting other job sources. The delay in coming to the ES may explain the longer time ES applicants take to find work.
2. The ES reduces the time white men spend looking for work, making their search up to 10-percent shorter than the expected time for all applicants.
3. The groups benefiting most are applicants who begin searching while still on the job and are subsequently unemployed, workers who voluntarily quit a job to look for a new one, and persons entering the labor force or reentering after an extended period.
4. Applicants placed or referred by the ES earn substantially more than these individuals might have been expected to receive without ES assistance. Conversely, ES applicants finding work by other means are also substantially better off than they might have been if placed or referred by the ES.
5. Earnings gains of applicants placed or referred by the ES may have been about 5 percent lower than the gains of those who were not.
6. The data on earnings and search times suggest that the ES offers applicants a tradeoff between wage rates and unemployment.

EXPLORATORY MEASURES OF LABOR MARKET INFLUENCES OF THE EMPLOYMENT SERVICE
Dr. Arnold J. Katz
October 1978

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; COST EFFECTIVENESS; ASSESSMENT AND EVALUATION; METHODOLOGY; JOB APPLICANTS; JOB PLACEMENT; EMPLOYER SERVICES

1-039* Implementation of Model Systems for Selecting Employment Service Local Office Managers and Interviewers

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Dr. Michael Rosenfeld and Dr. Richard F. Thornton

Grant 21-34-78-34 (formerly contracts 20-11-74-18 and 20-11-75-07)
Project still in progress

Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES; JOB PERFORMANCE; EMPLOYMENT OPPORTUNITIES

The objective of this project is to determine whether model selection systems for employment service local office managers and interviewers can be developed and implemented which will meet accepted professional standards and Federal guidelines for employment testing. In phase I, the contractor developed, on the basis of content or construct validity, selection instruments for two jobs: ES local office manager and ES interviewer. The selection procedures are to have a demonstrable relationship to successful job performance and exclude factors that are not job-related and that might function as biases against the employment of minority group persons and women. The contractor conducted an indepth job analysis for each of the two job categories. For those duties that were determined to be critical, the analysis described which knowledges, skills, abilities, and other characteristics were required for successful job performance. On the basis of this analysis, the contractor developed and tested selection procedures for each job class. In phase II, the researchers will develop and test methods of implementing these instruments in all 50 States, in cooperation with the U.S. Civil Service Commission and various State ES and civil service agencies.

A CASE STUDY IN JOB ANALYSIS METHODOLOGY
Dr. Michael Rosenfeld and Dr. Richard F. Thornton
September 1976

Report Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES

NTIS PB261236/AS
Also available from Educational Testing Service, Princeton, New Jersey 08540

THE DEVELOPMENT OF SELECTION AND CRITERION MEASURES FOR THE POSITIONS OF EMPLOYMENT SERVICE INTERVIEWER AND LOCAL OFFICE MANAGER, FINAL REPORT
February 1977

Report Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING

PRACTICES; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Available from Educational Testing Service, Center for Occupational and Professional Assessment, Princeton, N.J. 08540.

1-040 IMPROVE LINKAGE BETWEEN OFFICE OF RESEARCH AND DEVELOPMENT AND PRIME SPONSORS/STATE EMPLOYMENT SERVICE AGENCIES THROUGH REGIONAL TECHNICAL ASSISTANCE AND TRAINING STAFFS

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Contract 20-25-75-42
Project completed fiscal year 1977

THE FINAL REPORT: REGIONS HELPED TO USE R&D PRODUCTS IN TRAINING
Robert W. Ericson
April 1977

Report Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT SERVICE; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION
ETA COPIES LIMITED

RESOURCE CENTER GUIDE
Susan Sterns Callahan, Marcia Cohen, and Robert W. Ericson
1976

Report Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; CETA SERVICES AND PLANNING; GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS

NTIS PB266239/AS

1-041 MEASURING THE EFFECTIVENESS OF COUNSELING IN THE ES

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Contract 20-06-75-48
Project completed fiscal year 1977

THE EFFECTIVENESS OF COUNSELING IN THE U.S. EMPLOYMENT SERVICE: A PILOT STUDY

VOLUME I ANALYTIC RESULTS

Jacob M. Benus, Arden Hall, and Patty Gwartney-Gibbs
September 1977

Report Descriptors: COUNSELING AND GUIDANCE; PUBLIC EMPLOYMENT SERVICE; EFFECTIVENESS OF PROGRAMS

NTIS PB273906/AS

VOLUME II DATA DOCUMENTATION

Jacob M. Benus, Arden Hall, and Patty Gwartney-Gibbs
September 1977

NTIS PB273907/AS

1-042 MEASURING THE EFFECTIVENESS OF EMPLOYER SERVICES IN THE U.S. EMPLOYMENT SERVICE

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

Contract 20-42-75-43
Project completed fiscal year 1976

EVALUATING THE PROVISION OF EMPLOYER SERVICES: A METHODOLOGY
William Cameron and David A. Miller
September 1976

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYER SERVICES; ASSESSMENT AND EVALUATION; EFFECTIVENESS OF PROGRAMS

NTIS PB270596/AS

1-043 MEASURING THE PRODUCTIVITY OF THE STATE EMPLOYMENT SERVICE AGENCIES

ANALYTIC SYSTEMS, INC.
VIENNA, VA.

Contract 20-11-75-47
Project completed fiscal year 1976
Charles Meike, J. Pyles, P. Kauffman, and E. Horowitz
September 1976

Report Descriptors: PRODUCTIVITY; COSTS; PUBLIC EMPLOYMENT SERVICE

NTIS PB264417/AS

1-044* PROJECT FOR DEVELOPING EXPERIMENTAL AND DEMONSTRATION PROGRAMS OF TRAINING, RESEARCH, AND TECHNICAL ASSISTANCE FOR MANPOWER PROGRAM ADMINISTRATORS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Peter B. Doeringer, John F. Kennedy School of Government

Grant 92-25-72-03
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: ECONOMICS COURSES; WORKER DEVELOPMENT; PLANNING, RESEARCH, AND DEVELOPMENT; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; STAFF TRAINING

This project is to develop and test the feasibility of various manpower curriculums, instructional formats, and associated research and technical assistance activities directed at indoctrinating and training, present and new employment and training officials and practitioners.

Emphasis is placed on: (1) Greater exposure of program staffs to the summer institute; (2) technical assistance in designing, coordinating, and staffing the Employment and Training Administration's internal staff training activities, particularly with respect to development of curricular materials; (3) developing work-experience internships for students in the academic year program; (4) improving the design and format of the summer institute; and (5) providing continued evaluation of the experimental curriculums and regular monitoring of training needs in the Employment and Training Administration.

Accomplishments include: A 4-week pilot summer Institute in Employment and Training Administration for administrators at the Federal, State, and local levels; establishment of two academic year courses in manpower economics and policy; and supportive educational services to the Labor Department's internal management training programs.

1-045 RECRUITMENT, JOB SEARCH, AND THE UNITED STATES EMPLOYMENT SERVICE

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

Contract 20-42-74-34
Project completed fiscal year 1976

VOL. 1: FINDINGS AND CONCLUSIONS
December 1975

Report Descriptors: JOB SEARCH; HIRING PRACTICES; JOB MATCHING; EMPLOYER ATTITUDES; LABOR MARKET INFORMATION; PUBLIC EMPLOYMENT SERVICE

NTIS PB254091/AS
ETA R&D MONOGRAPH NO. 43

VOL. 2: TABLES AND METHODS
December 1975

NTIS PB254092/AS

PRECIS
December 1975

NTIS PB254090/AS

1-046* RESEARCH ON COMMUNITY BASED ORGANIZATIONS IN CETA PROGRAMS

URBAN SYSTEMS RESEARCH AND ENGINEERING, INC.
CAMBRIDGE, MASS.

Lawrence N. Bailis

Contract 20-25-78-22
Project still in progress

Descriptors: PRIME SPONSORS (CETA); MINORITIES; SERVICE DELIVERY SYSTEMS; CETA SERVICES AND PLANNING

This is a 12-month project to examine prime sponsors' use of community-based organizations (CBO's) in training minority group clients under CETA. Current trends in the relationship between prime sponsors and CBO's will be surveyed to determine whether the scope of training and employment services to minorities has been affected and, if so, how.

1-047* SPECIFICATION AND MEASUREMENT OF PRODUCTIVITY IN THE U.S. EMPLOYMENT SERVICE: A STATE-OF-ART ASSESSMENT AND RESEARCH AGENDA

THE UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Dr. David W. Stevens

Grant 21-29-78-23
Project still in progress

Descriptors: PRODUCTIVITY; COSTS; PUBLIC EMPLOYMENT SERVICE

The objective of this project is to assess the state of the art in specifying and measuring productivity in the U.S. Employment Service. It will consider the work done to date and identify any research needs. To do so, the grantee will ask an interdisciplinary panel of experts to review completed studies from the vantage points of their respective disciplines. Their recommendations will be integrated into a monograph describing issues related to productivity measurement and proposing a research program to address them.

1-048 STATE SALARY COMPARABILITY STUDY

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.
AND
INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Harry Zeman, Bureau of Labor Statistics, and Alan L. Madian, Institute of Public Administration

Grants 82-11-71-11 and 82-36-71-17
Project completed fiscal year 1978

Descriptors: SALARY COMPARABILITY STUDIES; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WAGE DIFFERENTIALS; STATE AND LOCAL GOVERNMENTS

This project developed comparative salary survey procedures applicable at State levels, patterned after

those currently used for Federal pay-setting purposes. These procedures were designed to help State governments achieve more equitable salary scales based on periodically surveyed pay rates in the general labor market.

The Bureau of Labor Statistics conducted occupational wage surveys in selected States to determine prevailing wages in the private sector. The surveys were patterned after the National Professional, Administrative, Technical, and Clerical (PATC) pay surveys which are used for Federal pay comparability purposes. The occupations covered by the PATC survey were augmented in some of the States to add greater detail. Meetings were held with State officials concerning the results and their possible application to State salaries.

A basic conclusion emerging from the project was that application of the Federal technique could be used as a means of adjusting State salaries to achieve comparability with those in the private sector, but that special attention would be required concerning additional occupations, the size, and number of companies included in the surveys. A handbook describing the steps necessary in the conduct of these surveys was developed by BLS for the guidance of State officials who wish to conduct similar surveys. Included in the handbook is a chapter on the application of survey data to existing State salary structures.

PAY COMPARABILITY SURVEYS—AN APPROACH FOR STATE GOVERNMENTS
September 1977

1-049 STUDY OF LOCATION OF EMPLOYMENT SERVICE OFFICES

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Grant 20-25-75-02
Project completed fiscal year 1976

LOCATION HANDBOOK FOR EMPLOYMENT SERVICE LOCAL OFFICES
Dr. Frederick R. Levy and Susan P. Bloom
December 1975

Report Descriptors: EMPLOYMENT SERVICE MANAGEMENT; HANDBOOKS

NTIS PB254031/AS

1-050 A STUDY OF ON-LINE USE OF JOB INFORMATION IN EMPLOYMENT SERVICE LOCAL OFFICES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 21-26-74-21
Project completed fiscal year 1976

A STUDY OF ON-LINE USE OF JOB INFORMATION IN EMPLOYMENT SERVICE LOCAL OFFICES

VOL. I AN ON-LINE EXPERIMENT
Dr. Malcolm S. Cohen
October 1975

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB PLACEMENT; JOB MATCHING; COMPUTER SYSTEMS; COST EFFECTIVENESS; COLORADO, BOULDER

NTIS PB247276/AS

VOL. 2 A SIMULATION STUDY
October 1975

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; SIMULATION; COMPUTER SYSTEMS; COST EFFECTIVENESS; PLACEMENT; UTAH, SALT LAKE CITY

NTIS PB248031/AS

1-051 STUDY OF THE FEASIBILITY OF APPLYING EMPLOYEE INCENTIVES TO LOCAL OFFICES OF THE U.S. EMPLOYMENT SERVICE

THE URBAN INSTITUTE
WASHINGTON, D.C.

Harry P. Hatry and John M. Greiner

Grant 21-11-76-19
Project completed fiscal year 1978

Descriptors: PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVES; JOB PERFORMANCE; PRODUCTIVITY; JOB PLACEMENT

This study examined the feasibility of providing employee productivity incentives in local employment service (ES) offices. Nine States participated. In addition, limited information on barriers to the introduction of incentives in 44 States was obtained from regional offices of the U.S. Civil Service Commission.

Some major findings of the study are as follows:

1. ES officials and staff at all levels viewed the primary function of local office incentives as the improvement of productivity, including a balanced concern for service efficiency (e.g., placements per staff year) *and quality*. A second important role would be to provide recognition for high performance.

2. Federal and high-level State ES officials expressed the greatest interest in local office incentives. The greatest resistance came from area supervisors and local office managers. Local office staff were generally lukewarm. However, most persons interviewed expressed at least some reservations.

3. Legal, civil service, and union constraints do not usually impede the introduction of nonmonetary incentives. However, they are serious obstacles to the use of monetary incentives.

4. To be acceptable, an incentive plan will usually have to give all personnel associated with local offices, including unemployment insurance staff, the opportunity to earn rewards.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5. Although individually oriented incentive plans met with considerable resistance from employees, group rewards received strong support. In most areas, the local office appears to be the best unit for group incentives.
6. Insuring the equity of local office incentives is a major concern of ES management and staff. Several ways of taking external conditions into account in setting performance targets, such as negotiations and regression formulas, seem promising, but most require further development and testing.

See also grant 21-11-78-36 for a followup study.

EMPLOYEE INCENTIVES FOR LOCAL OFFICES OF THE EMPLOYMENT SERVICE: PROSPECTS AND PROBLEMS
December 1977

NTIS PB284787/AS

1-052 VALIDATION OF THE MANAGEMENT AUDIT SURVEY AGAINST EMPLOYMENT SERVICE PERFORMANCE CRITERIA

INSTITUTE FOR BEHAVIORAL RESEARCH IN CREATIVITY
SALT LAKE CITY, UTAH

Contract 20-11-75-39
Project completed fiscal year 1976
Dr. Robert L. Ellison
June 1976

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYER PRACTICES AND POLICIES; ATTITUDES; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; ORGANIZATIONAL ENVIRONMENT

NTIS PB261923/AS

1D. RESEARCH AND DEVELOPMENT, EVALUATION, AND PLANNING

1-053 COMMITTEE ON DEPARTMENT OF LABOR RESEARCH AND DEVELOPMENT

NATIONAL ACADEMY OF SCIENCES—NATIONAL RESEARCH COUNCIL
WASHINGTON, D.C.

Grant 21-11-73-31
Project completed fiscal year 1976

KNOWLEDGE AND POLICY IN MANPOWER: A STUDY OF THE MANPOWER RESEARCH AND DEVELOPMENT PROGRAM IN THE DEPARTMENT OF LABOR
1975

Report Descriptors: PLANNING, RESEARCH, AND DEVELOPMENT

NTIS PB249698/AS

1-054 AN EVALUATION OF THE EFFECTS OF TRAINING PROGRAMS IN THE U.S. BASED UPON THE NATIONAL LONGITUDINAL SURVEYS

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 21-55-73-15
Project completed fiscal year 1976

1-055* FEASIBILITY STUDY OF THE USE OF SELECTED RESEARCH, DEVELOPMENT, EXPERIMENTAL, DEMONSTRATION, EVALUATION AND TRAINING (REDET) OFFICES TO IMPROVE THE OPERATION OF EMPLOYMENT SERVICE PROGRAMS

URBAN SYSTEMS RESEARCH AND ENGINEERING, INC.
CAMBRIDGE, MASS.

Dr. Lawrence N. Bailis

Contract 20-25-78-58
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; PLANNING, RESEARCH, AND DEVELOPMENT

This project will explore the feasibility of improving research, development, and evaluation efforts within the public employment service by concentrating such efforts in preselected local offices that may be designated as research, experimental, demonstration, evaluation, and training (REDET) sites. The contractor will examine a broad range of questions pertaining to the feasibility of this approach and its cost effectiveness (phase I). If this analysis indicates promise, phase II will focus on the preparation of a detailed outline for applying the REDET approach in the future.

1-056* IMPROVING THE PUBLIC EMPLOYMENT SERVICE: THE RESEARCH CONTRIBUTION

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Curtis C. Aller

Grant 20-06-76-13
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; LITERATURE REVIEW

This project is developing an analytical framework for an interpretive assessment of the contributions that research, evaluation, and demonstration projects have made to the operations of the public employment service. The contractor is conducting a review of the studies completed during the past 20 years, focusing on the

possible implications, uses, constraints. and limitations of the work. Also the contractor is developing abstracts of studies reviewed that can be combined with existing bibliographies. The major gaps in knowledge that become evident during the analysis will be pointed out. A monograph of from 50 to 75 pages will be produced as a final product of this project.

1-057* INTERDISCIPLINARY REVIEW OF THE LITERATURE ON JOB SEARCH AND RECRUITMENT

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Donald P. Schwab

Grant 21-55-78-32
Project still in progress

Descriptors: JOB SEARCH; RECRUITMENT; LITERATURE REVIEW; STATE-OF-THE-ART PAPERS

The project will synthesize and evaluate current job search and recruitment literature in the various social science disciplines. The objectives are to: (1) Improve theory and future research on job search and (2) aid in the development of public policy on the labor exchange function of the U.S. Employment Service, employer recruiting practices, and job search techniques.

1-058* MAINTENANCE OF THE R&D MANAGEMENT INFORMATION SYSTEM

AKIPAN ASSOCIATES, INC.
GREAT FALLS, VA.

Phyllis S. Dacus

Contract 20-51-77-19
Project still in progress

Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; COMPUTER SYSTEMS

This project provides for the maintenance, updating, and further refinement of the Employment and Training Administration, Office of Research and Development's Management Information System (MIS).

The MIS data base is updated as R&D projects are funded and completed, and the information is used for the production of the *Research and Development Projects* book. The data base contains information on R&D projects and reports resulting from projects that have been active, completed, or funded since 1972. Linotron, an automated phototypesetting system operated by the Government, is used in conjunction with the MIS for the final production of this book.

1-059 A PROJECT TO FACILITATE THE UTILIZATION OF SELECTED MANPOWER R&D FINDINGS AND TO EXPERIMENT WITH MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Grant 92-06-72-27
Project completed fiscal year 1976

1-059A A PROJECT TO FACILITATE THE UTILIZATION OF SELECTED MANPOWER R&D FINDINGS

DESIGNING A DEMONSTRATION PROJECT TO FACILITATE THE UTILIZATION OF ITS RESULTS
Dr. Harvey L. Ross
September 1976

Report Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; TRANSITIONAL EMPLOYMENT; EXPERIMENTAL MODEL

NTIS PB257016/AS

INDIVIDUALIZATION OF MANPOWER SERVICES: A SOURCEBOOK OF IDEAS
Dr. Edward M. Glaser, Dr. Irvin G. Sarason, and Dr. Albert S. Thompson
January 1975

Report Descriptors: SERVICE DELIVERY SYSTEMS; TRAINING; JOB PLACEMENT; RECRUITMENT; ASSESSMENT AND EVALUATION; COACHING

NTIS PB240118/AS

1-059B A PROJECT TO EXPERIMENT WITH MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING

IMPROVEMENT IN THE QUALITY OF WORKLIFE AND PRODUCTIVITY: A JOINT VENTURE BETWEEN MANAGEMENT AND EMPLOYEES
Dr. Edward M. Glaser, Dr. Carroll E. Izard, and Mary Faeth Chenery
July 1976

Report Descriptors: WORKER PARTICIPATION IN MANAGEMENT; QUALITY OF EMPLOYMENT; PRODUCTIVITY; WORK ATTITUDES; JOB SATISFACTION; INDUSTRIAL MANAGEMENT

NTIS PB254337/AS

IMPROVING THE QUALITY OF WORKLIFE...AND IN THE PROCESS, IMPROVING PRODUCTIVITY
Dr. Edward M. Glaser
January 1975

Report Descriptors: PRODUCTIVITY; JOB SATISFACTION; WORK ATTITUDES; INDUSTRIAL MANAGEMENT; SUPERVISION; WORK ENVIRONMENT; QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; JOB RESTRUCTURING

NTIS PB236209/AS
ERIC ed 084361. Also available as *Productivity Gains Through Work Life Improvement*, 1976, The Psychological Corporation, 757 3rd Ave., N.Y.,N.Y. 10017.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-060 STUDY OF OLDER WORKERS: SYNTHESIS, ANALYSIS, AND R&D STRATEGY

AMERICAN INSTITUTES FOR RESEARCH
WASHINGTON, D.C.

Dr. Harold L. Sheppard

Contract 20-11-76-54
Project completed fiscal year 1978

Descriptors: OLDER WORKERS; AGING; AGE DISCRIMINATION IN EMPLOYMENT ACT; PLANNING, RESEARCH, AND DEVELOPMENT; RETIREMENT; MIDDLE-AGED WORKERS

This study discusses the employment-related problems of workers aged 45 years and older. It reviews: Retirement; the situation of older female, minority, and rural workers; mid career change and problems; discrimination; government programs affecting older workers; and part-time work and work restructuring. By examining the findings of policy and research literature, the study identified gaps in past and ongoing efforts. Research and development are recommended in the following areas: Jobseeking behavior and the discouragement process; the effect of earnings on the retirement decision; voluntary part-time employment; tapered retirement; use of skilled older workers as trainers of younger unemployed and underemployed persons; and influences on early withdrawal from the labor force. Many of the recommended projects compare the experiences of white and minority group older workers. The study also examined related socioeconomic trends and projected changes in the size and density of the U.S. population.

RESEARCH AND DEVELOPMENT STRATEGY ON EMPLOYMENT-RELATED PROBLEMS OF OLDER WORKERS
Dr. Harold L. Sheppard
February 1978

Report Descriptors: AGING; MIDDLE-AGED WORKERS; OLDER WORKERS; PLANNING, RESEARCH, AND DEVELOPMENT; RETIREMENT; AGE DISCRIMINATION IN EMPLOYMENT ACT

1-061 YOUTH TRANSITION TO WORK: SYNTHESIS, ANALYSIS, AND R&D STRATEGY

NATIONAL MANPOWER INSTITUTE
WASHINGTON, D.C.

Paul E. Barton and Bryna Shore Fraser

Contract 20-11-77-21
Project completed fiscal year 1978

Descriptors: TRANSITION FROM SCHOOL TO WORK; YOUTH; PLANNING, RESEARCH, AND DEVELOPMENT; STATE-OF-THE-ART PAPERS; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING

The objective of this study was to develop a research and development (R&D) strategy for a series of projects dealing with the employment-related problems of youth. The researchers analyzed available information on these problems and on the scope and effectiveness of current programs for youth and examined major policy and program issues relating to youth. They considered ongoing research not yet published and interviewed program officials and administrators.

On the basis of this research, the study projected the job-related problems of both in-school and out-of-school youth aged 14 to 24 over the next 5 to 10 years, suggested program techniques and designs that could be tested in demonstration projects, and identified knowledge gaps that research projects might fill. Its major recommendations for an R&D strategy on the job-related problems of youth are:

1. *Research Networking.* The role of a Federal research office in easing the transition from school to work should be much broader than just funding research projects. The research office needs to have sufficient resources to facilitate the expansion of knowledge wherever that expansion might take place.

2. *Tracking Change.* A regularly collected set of "transition indicators," is needed to track changes over time in the circumstances of individual youth, the quality and behavior of key institutions in the transition, and the economy and society.

3. *Knowledge Integration and Synthesis.* Established researchers should be given incentives to integrate and synthesize existing knowledge on transition from school to work within the disciplines and across them, to balance existing incentives for fragmentation of knowledge and microscopic additions to it.

4. *An Evaluation Agenda.* The maximum knowledge possible should be obtained from already existing programs, demonstrations, and pilot projects aimed at assisting youth in the transition to work, before projects start lengthy and expensive experiments that reproduce the same program designs.

5. *New Program Experimentation.* New projects, carried out rigorously and from careful design, are needed to (a) identify effective actions for broader application, (b) close knowledge gaps about the dynamics of the transition, and (c) create operating models that can be used in other places.

6. *Survey Research Needs.* Some remaining knowledge gaps that could be filled by traditional survey research methods concern: (a) Occupational and labor market information; (b) child labor laws and regulations; (c) the nature of teenage work; (d) central-city teenage unemployment; (e) credentialing requirements; (f) the potential of in-school work experience; and (g) the adequacy of research support for school curriculum change.

BETWEEN TWO WORLDS: YOUTH TRANSITION FROM SCHOOL TO WORK—A SYNTHESIS OF KNOWLEDGE, A SUMMARY OF PROGRAM

EXPERIMENTATION, A RESEARCH AND EXPERIMENTATION STRATEGY

EXECUTIVE SUMMARY

Paul E. Barton and Bryna Shore Fraser
August 1978

VOL. 1 PROBLEMS, CONDITIONS, AND ISSUES
August 1978

VOL. 2 PROGRAMS AND EXPERIMENTATION
August 1978

VOL. 3 NEW RESEARCH AND MEASUREMENTS
August 1978

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2. PROGRAMS AND TECHNIQUES

2A. EDUCATION

2-001 ADOLESCENT MINORITY FEMALES IN AN URBAN LABOR MARKET

METROPOLITAN APPLIED RESEARCH CENTER, INC.
NEW YORK, N.Y.
AND
NORTHSIDE CENTER FOR CHILD DEVELOPMENT
NEW YORK, N.Y.

Grant 42-36-73-03
Project completed fiscal year 1976

IMPROVING EMPLOYMENT POSSIBILITIES FOR FEMALE BLACK TEENAGERS IN NEW YORK CITY
Dr. Hylan Lewis and Dr. Mamie Phipps Clark
May 1976

Report Descriptors: ROLE MODELS; COUNSELING AND GUIDANCE; YOUNG WOMEN; MOTIVATION; TRANSITION TO WORK; BLACKS; NEW YORK, NEW YORK

NTIS PB255778/AS

IMPROVING EMPLOYMENT OPPORTUNITIES FOR FEMALE BLACK TEENAGERS IN NEW YORK CITY
Dr. Hylan Lewis, Dr. Mamie Phipps Clark, Richard A. Cloward, Olivia P. Frost, James A. Jones, Sondra Johnson, and E. David Nasatir
May 1977

Report Descriptors: ROLE MODELS; COUNSELING AND GUIDANCE; YOUNG WOMEN; MOTIVATION; TRANSITION TO WORK; NEW YORK, NEW YORK
ETA R&D MONOGRAPH NO. 47

2-002 ANALYSIS AND SYNTHESIS OF DOL EXPERIENCE IN YOUTH TRANSITION TO WORK PROGRAMS

MANPOWER RESEARCH PROJECTS, INC.
ALEXANDRIA, VA.

Grant 21-11-76-16
Project completed fiscal year 1977
Dr. Regis H. Walther
December 1976

Report Descriptors: TRANSITION FROM SCHOOL TO WORK; YOUTH PROGRAMS; UNEMPLOYMENT; TRAINING; COUNSELING AND GUIDANCE; YOUTH; STATE-OF-THE-ART PAPERS

NTIS PB172435/AS

2-003* ANALYSIS OF THE COMPETENCY-BASED HIGH SCHOOL DIPLOMA FOR CETA CLIENTS

NATIONAL FOUNDATION FOR THE IMPROVEMENT OF EDUCATION
WASHINGTON, D.C.

James W. Becker, Executive Director, and Dr. Sam McMillan

Grant 21-11-78-25
Project still in progress

Descriptors: BASIC EDUCATION; CURRICULUMS; HIGH SCHOOLS; CETA PROGRAMS; EDUCATION

The purpose of this project is to analyze data derived from the Competency-Based High School Diploma (CBHSD) for CETA Clients project of the University of Texas at Austin. (See grant 21-48-77-20). The grantee will design and carry out a comparative analysis of the operation and outcome of the CBHSD project, including descriptive and content analysis studies.

The grantee will attempt to determine whether and to what degree the CBHSD project: (1) Makes CETA clients easier to place in jobs; (2) provides a viable alternative to the GED for use by CETA prime sponsors and State employment services; (3) can enable a higher percentage of adult program participants to earn high school diplomas than now do so using the GED method; and (4) can produce as effective a worker as one who earned a high school diploma through traditional or other means.

2-004 ASSESSMENT OF JOB PLACEMENT SERVICE IN COLLEGES WITH PREDOMINANTLY BLACK STUDENTS

ULTRASYSTEMS, INC.
NEWPORT BEACH, CALIF.

Contract 20-06-75-11
Project completed fiscal year 1977

ASSESSMENT OF JOB PLACEMENT SERVICES IN COLLEGES WITH PREDOMINANTLY BLACK STUDENTS

VOLUME I — SUMMARY VOLUME

Dr. Franklin G. Fisher, Jr.
October 1976

Report Descriptors: CAREER GOALS; EDUCATIONAL ASPIRATIONS; COLLEGE GRADUATES; JOB PLACEMENT; RECRUITMENT; UNIVERSITIES AND COLLEGES

NTIS PB262074/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

VOLUME II — TECHNICAL VOLUME
October 1976
NTIS PB262075/AS

VOL III — CASE STUDY REPORT
October 1976
NTIS PB262076/AS

2-005* COMPETENCY-BASED HIGH SCHOOL DIPLOMA FOR CETA CLIENTS

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Jim Cates

Grant 21-48-77-20
Project still in progress

Descriptors: EDUCATION; PROGRAM SERVICES AND TECHNIQUES; TESTING; GED EXAM; TEXAS

The grantee is testing the usefulness of the competency-based high school diploma (CBHSD) as a means of enhancing the CETA client's desirability and utility to employers for possible further use as an alternative method to the GED for obtaining a high school diploma. To accomplish this, the grantee is working with various agencies in Texas to implement and test the outcomes of using the CBHSD with CETA clients in six sites in Texas. In a separate effort, the National Foundation for the Improvement of Education will develop and carry out a research design to determine: (1) Whether the CBHSD does make the CETA client easier to place with employers; (2) whether the CBHSD is a viable alternative to the GED for use by CETA prime sponsors; (3) whether use of the CBHSD can generate a higher percentage of adult manpower program participants who can earn the high school diploma through traditional or other means. An advisory committee of eminent, knowledgeable persons in the areas of education, manpower, and research will be organized by the grantee to provide feedback, critical analysis, and recommendations for project staff use in attempting to meet the goals of this effort.

2-006 A CONTINUOUS TRAINING/EMPLOYMENT REFERRAL AND SUPPORT SYSTEM FOR YOUNG DROPOUTS

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Laure M. Sharp and Ann Richardson

Grant 21-11-77-15
Project completed fiscal year 1978

Descriptors: YOUTH; DROPOUTS; EDUCATION; TRAINING

The grantee planned and designed a continuous referral and support system (CSR) in which a coordinated program would refer school dropouts to local agencies providing training and employment opportunities to young people.

The planning process included developing information on the definition and identification of dropouts and their needs, interests, and goals.

The final report provides a synthesis of relevant research on the dropout; an overview of public school and community resources for dropouts in Baltimore; the findings from a survey of a small number of dropouts, including data on their reasons for dropping out, their social networks and social integration, and their time expenditure patterns; and a general outline of a proposed continuous support and referral program.

The researchers have predicated the proposed CSR program on the hypotheses that: (1) Dropouts do not routinely receive counseling and referral services once they leave school; (2) dropouts live in an environment where information and guidance about training and employment opportunities are extremely limited; and (3) systematic and continuous attention to dropouts' employment, education, and training needs during late adolescence would enhance their employability and enable them to lead more productive adult lives.

The report's last chapter summarizes what was learned in the planning phase and gives reasons why the proposed CSR program should be tested. The researchers state that their preliminary work confirms their assumption that inner-city youngsters need guidance and help in finding and using available resources.

ESTABLISHING A CONTINUOUS TRAINING/EMPLOYMENT REFERRAL AND SUPPORT SYSTEM FOR DROPOUTS: REPORTS ON A PLANNING EFFORT
December 1977

Report Descriptors: YOUTH; DROPOUTS; EDUCATION; TRAINING; COUNSELING AND GUIDANCE; DISADVANTAGED; MARYLAND

NTIS PB284363/AS

2-007 DAY CARE—NYC YOUTH HELPER PROGRAM

NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

Grant 42-1-004-36
Project completed fiscal year 1976

FINAL REPORT OF THE NATIONAL COMMISSION ON RESOURCES FOR YOUTH DAY-CARE YOUTH HELPER PROGRAM
Mary Conway Kohler
January 1976

Report Descriptors: YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); CHILD DAY CARE

NTIS PB257851/AS

2-008* DEMONSTRATION PROGRAM TO SERVE YOUNG BLACK GIRLS IN MEMPHIS, TENNESSEE

SOCIAL SERVICE DELIVERY SYSTEMS
MEMPHIS, TENN.

Andrew Fox and Julius Harrington

Contract 20-47-75-12
Project still in progress

Descriptors: ROLE MODELS; YOUNG WOMEN; YOUTH PROGRAMS; TEENAGERS; DROPOUTS; ATTITUDES; BLACKS; WORK-EXPERIENCE PROGRAMS

This project tested whether a program of peer group reinforcement, role model aides, and constructive work experience could promote a significant degree of positive behavior and attitude change among inner-city black girls in their early teens. The hypothesis was that work experience combined with peer group reinforcement could lead to reduced school dropout rates after age 16 and improved labor market experiences for the students upon leaving school. Ninety 14- and 15-year-old girls who appear to be potential dropouts constituted these study groups. Two groups worked after school in day care or recreation centers, assisting in the care of children aged 6 to 12. The girls in one of the groups also participated in periodic "rap" sessions, assisted by a role model aide. The third group served as a control for the project and received neither work experience nor peer group support.

A report currently being prepared analyzes this project and provides some comparison with an earlier effort.

2-009* DEMONSTRATION RESEARCH ON THE VOCATIONAL EXPLORATION PROGRAM (VEP) FOR YOUTH

ST. LOUIS UNIVERSITY, CENTER FOR URBAN PROGRAMS
ST. LOUIS, MO.

Dr. George D. Wendel

Grant 28-29-78-53
Project still in progress

Descriptors: YOUTH PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; SUPPORTIVE SERVICES; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; VOCATIONAL GUIDANCE

The purpose of this demonstration research project is to assess the effects on participants of the summer National Alliance of Business-Vocational Exploration Program (NAB-VEP) and compare these effects with those of the Summer Program for Economically Disadvantaged Youth (SPEDY). In studying the 1978 NAB-VEP III effort, project staff will analyze separately the components for the handicapped, ex-offenders, and entrants into nontraditional jobs. In addition, they will conduct detailed site analyses in a group of cities being visited as part of the demonstration research. The cities will be selected to provide the broadest possible range of program information on different types of VEP experience.

The researchers will concentrate primarily on surveying enrollee attitudes and knowledge of the world of work before and after program participation. The site analysis will assist in determining whether the program is meeting its plan and how it is doing so. The researchers will: (1) Develop a behavioral profile of VEP III enrollees; (2) select a sample of SPEDY enrollees for comparison with VEP III enrollees; and (3) prepare narrative reports on 20 VEP III projects.

2-010 DEVELOPING MODEL NYC PROGRAMS FOR RURAL YOUTH

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 41-1-001-27
Project completed fiscal year 1976

AN EVALUATION OF THREE EXPERIMENTAL RURAL YOUTH PROJECTS (PHASE II FINAL REPORT)

VOL. 1, EXPERIMENTAL OPERATIONS

Joseph M. Reid
June 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NORTH CENTRAL STATES; RURAL AREAS; YOUTH

NTIS PB238992/AS

VOL. 2, BASELINE DATA FOR EXPERIMENTAL AND CONTROL GROUPS

Joseph M. Reid and Guy H. Miles
September 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NORTH CENTRAL STATES; RURAL AREAS; YOUTH

NTIS PB238993/AS

AN EVALUATION OF THREE EXPERIMENTAL RURAL YOUTH PROJECTS (FINAL REPORT PHASE III): THE PROJECT'S FIRST YEAR
Joseph M. Reid and Guy H. Miles
May 1974

Report Descriptors: ASSESSMENT AND EVALUATION; RURAL AREAS; NORTH CENTRAL STATES; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); MODELS

NTIS PB238975/AS

AN EVALUATION OF THE MODELS FOR A NORTH CENTRAL STATES RURAL YOUTH PROGRAM
Dr. Guy H. Miles and Joseph M. Reid
August 1975

Report Descriptors: YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); RURAL AREAS; MINNESOTA; IOWA; NEBRASKA

NTIS PB249168/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-011* EVALUATION OF DEMONSTRATION PROJECT ON YOUTH CAREER DEVELOPMENT FOR SCHOOL-TO-WORK TRANSITION

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Dr. Norman E. Freeberg

Contract 27-34-78-04
Project still in progress

Descriptors: YOUTH PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; SUPPORTIVE SERVICES; TRANSITION FROM SCHOOL TO WORK; COMMUNITY-BASED ORGANIZATIONS

This project is designed to assess the effectiveness of various community-based organizations (CBO's) compared with other delivery agents, in providing youth with the career development services and skills necessary to ease their transition from school to work. Another objective is to design an effective model evaluation system, involving appropriate data-gathering techniques, evaluation tools, and analytical approaches tailored to the populations served and the local, regional, or national scope of project responsibility.

The program to be evaluated will be operated by six CBO's in cooperation with public schools to provide career education services to students from economically disadvantaged backgrounds at as many as 35 project sites. It will enroll some 4,500 students during their junior and senior years of high school. The research project will assess enrollees on their enhanced career development capabilities by measuring: (1) Their knowledge of the requirements and availability of jobs; (2) their ability to use career information to make realistic decisions; and (3) their ability to set goals and develop an effective career plan. The researcher will use assessment measures designed specifically for use with adolescents in employment and training programs and validated under an earlier contract.

2-012 A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Contract 41-0-003-09
Project completed fiscal year 1976

REPORT OF PHASE I: SITE SELECTION AND DATA FORMS
Dr. Regis H. Walther, Manpower Research Projects
November 1970

Report Descriptors: WORK-EXPERIENCE PROGRAMS; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS; LONGITUDINAL SURVEYS

NTIS PB210176/AS

REPORT OF PHASE II: RESEARCH SITES AND ENROLLEE CHARACTERISTICS
Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
February 1972

Report Descriptors: WORK-EXPERIENCE PROGRAMS; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS; LONGITUDINAL SURVEYS

NTIS PB210177/AS

A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES
Dr. Regis H. Walther and Margaret L. Magnusson
June 1975

Report Descriptors: YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS

NTIS PB256832/AS

2-012A AN EVALUATION OF THE 1972 WASHINGTON SUMMER INTERN PROGRAM OF THE DEPARTMENT OF LABOR

A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES: AN EVALUATION OF THE 1972 WASHINGTON SUMMER INTERN PROGRAM OF THE DEPARTMENT OF LABOR
Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
February 1973

Report Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

NTIS PB222323/AS

THE MEASUREMENT OF WORK-RELEVANT ATTITUDES: FINAL REPORT
Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
August 1973

Report Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

NTIS PB246260/AS

2-013 NEW ESTIMATES OF THE EFFECTS OF FAMILY BACKGROUND, TEST SCORES, PERSONALITY, AND YEARS OF SCHOOLING ON ECONOMIC SUCCESS

CENTER FOR THE STUDY OF PUBLIC POLICY
CAMBRIDGE, MASS.

Grant 20-36-75-06
Project completed fiscal year 1977

THE EFFECTS OF FAMILY BACKGROUND, TEST SCORES, PERSONALITY TRAITS AND EDUCATION ON ECONOMIC SUCCESS
Christopher A. Jencks, Susan Bartlett, Mary Corcoran, James Crouse, David Eaglesfield, Gregory Jackson, and Kent McClelland
June 1977

Report Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; EARNINGS; FAMILIES; ATTITUDES; ECONOMIC STATUS; OCCUPATIONAL STATUS

NTIS PB270022/AS

APPENDIXES
June 1977

NTIS PB270023/AS

2-014* REVISION OF THE HEALTH CAREERS GUIDEBOOK, THIRD EDITION, 1972

NATIONAL HEALTH COUNCIL, INC.
NEW YORK, N.Y.

Karl M. Wolfe

Grant 21-36-76-15
Project still in progress

Descriptors: HEALTH OCCUPATIONS; CAREER INFORMATION SYSTEM; COUNSELING AND GUIDANCE

The objective of this grant is to assist in developing a new edition of the *Health Careers Guidebook* issued in 1972. To do so, the grantee will: (1) Act as liaison between the Departments of Labor and Health, Education, and Welfare, the principal Government agencies involved in the project, and the various major national medical and paramedical organizations in the United States and (2) assist in a variety of specific tasks. These tasks include preparing the Guidebook for critical review by a number of representative users; establishing, convening, and coordinating an advisory committee; preparing occupational lists of emerging, continuing, and obsolete occupations within the health field; compiling lists of specific organizations representing these occupations, as well as identifying resource persons for each organization named; and developing, writing, and editing all narrative chapters of the Guidebook. The grantee will also distribute the revision to all State and metropolitan health career councils, national voluntary and professional health organizations, and CETA prime sponsors. This project is a joint undertaking with the Bureau of Health Manpower in the Department of Health, Education, and Welfare. (Target date for the publication of the fourth edition is December 1978.)

2-015 STUDY OF EFFECTIVENESS OF GRAHAM ASSOCIATES DEMONSTRATION PROJECT ON NEW EDUCATION PROGRAMING IN MANPOWER TRAINING PROJECTS

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 42-11-74-02
Project completed fiscal year 1976

A STUDY OF THE EFFECTIVENESS OF GRAHAM ASSOCIATES DEMONSTRATION PROJECT ON EDUCATION PROGRAMING IN MANPOWER TRAINING PROJECTS
Dr. Regis H. Walther and Margaret L. Magnusson
May 1975

Report Descriptors: BASIC EDUCATION; CURRICULUMS; INSTRUCTIONAL MATERIALS; NEW EDUCATION PROGRAM; YOUTH PROGRAMS; CORRECTIONS

NTIS PB246262/AS

2-016* STUDY OF JOB CORPS ALLOWANCES SYSTEMS

PLANNING AND HUMAN SYSTEMS
WASHINGTON, D.C.

Jane Watson

Contract 20-11-76-37
Project still in progress

Descriptors: JOB CORPS; RESIDENTIAL JOB CENTERS; TRAINING ALLOWANCES; EDUCATION; YOUTH; WORK-EXPERIENCE PROGRAMS

This study is assessing the feasibility and effectiveness of three different plans for modifying the current allowance system for Job Corps participants. Three varying procedures for increasing the current allowance payment to corpsmembers are being evaluated. The expected result is that corpsmembers will be motivated to stay in the program longer in order to achieve successful program termination resulting in employment.

Three experimental study sites are the Phoenix, Pine Ridge, and Columbia Basin Job Corps Centers; matched control sites are San Jose, Marsing, and Wolf Creek Job Corps Centers. All corpsmembers in centers between the target date for implementation of the plans and 12 months later are taking part.

The study includes comparisons between experimental and control centers, before and after comparisons at experimental centers, and comparisons among the experimental centers.

2-017 A STUDY OF NONECONOMIC IMPACTS OF THE JOB CORPS PROGRAM

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Contract 20-25-75-13
Project completed fiscal year 1977
Dr. Judith F. Goldberg
March 1978

Report Descriptors: JOB CORPS; HEALTH CARE; DRUG USERS; DROPOUTS; ATTITUDES; JOB SATISFACTION; SOCIAL RELATIONSHIPS
ETA R&D MONOGRAPH FORTHCOMING

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-018* TRANSITION FROM SCHOOL TO WORK: THE CONTRIBUTION OF COOPERATIVE EDUCATION PROGRAMS AT THE SECONDARY SCHOOL LEVEL

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Morris A. Horowitz and Dr. Irwin L. Herrnstadt, Department of Economics

Contract 82-25-71-39
Project still in progress

Descriptors: TRANSITION FROM SCHOOL TO WORK; VOCATIONAL EDUCATION; HIGH SCHOOLS; WORK-STUDY PROGRAMS; YOUTH; EDUCATIONAL EFFECT ON CAREER PATTERNS; JOB PLACEMENT; LABOR FORCE PARTICIPATION; PART-TIME EMPLOYMENT; WORK ATTITUDES

This study analyzed the in-school and post-school labor market experiences of a sample of 427 students enrolled in four different types of high school programs during their junior and senior years. These four categories were cooperative vocational, regular vocational, work study, and general academic programs. A major objective was to determine the extent to which students completing cooperative vocational programs made a smoother and more effective transition into the labor market than did other students.

The coop students typically did not have significantly higher rates of labor force participation, more weeks of employment, higher hourly wages, or lower rates of unemployment than did their counterparts in the regular vocational and general academic programs during either the high school years or the 18-month post-high followup period. The researchers found, however, that the coop students were more likely to receive on-the-job training from their employers during their high school years, to obtain a full-time job immediately after graduation, and find one related to their high school experience.

The study suggests that, irrespective of vocational content, high school programs providing both intensive job placement assistance and high supportive services can have a significant impact upon students' labor force and employment experiences both during and after high school. By giving youth opportunities to participate actively in the labor force during the high school years, public policy initiatives may well succeed in reducing the high rates of unemployment experienced by young people upon their graduation.

The researchers recommend that public policy might well concentrate on creating a corps of professional high school employment counselors, as distinct from guidance counselors, to inform students regularly about the quantity and quality of job opportunities for youth in the local labor market and give them reliable projections of future trends. A final recommendation urged the hiring of job developers to maintain close continuous relationships with local employers, so that employment counselors could make realistic placements based on up-to-date information about hiring standards and internal labor markets and encourage employers to accept referrals from the schools.

2-019* VOCATIONAL EDUCATION: HOW MUCH? FOR WHOM?

CARNEGIE COUNCIL ON POLICY STUDIES IN HIGHER EDUCATION
BERKELEY, CALIF.

Dr. John R. Shea

Grant 21-06-77-03
Project still in progress

Descriptors: VOCATIONAL EDUCATION; YOUTH; NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; LABOR FORCE BEHAVIOR

The research analyzes data from the National Longitudinal Surveys' cohorts of young women and young men in order to assess the labor market consequences of completing vocational education programs e.g., current income, occupational status, job satisfaction, and unemployment experience. It includes answers to questions such as the following: Does high school curriculum influence the extent of postschool training and the number of years of school completed? How do the outcomes for graduates of high school vocational programs compare with those for students who complete a general education course? Are the results for women similar to those for men? What are the differences in outcome for blacks and whites? Is choice of curriculum closely linked to educational and occupational aspirations?

2B. PUBLIC EMPLOYMENT PROGRAMS

2-020 ASSESSING THE FEASIBILITY OF LARGE-SCALE COUNTERCYCLICAL PUBLIC JOB CREATION

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. Lee Bawden

Contract 20-11-77-18
Project completed fiscal year 1978

Descriptors: FEASIBILITY STUDY; JOB CREATION; PUBLIC EMPLOYMENT PROGRAMS

The major objective of this study was to identify useful public work activities and assess their feasibility and potential for large-scale expansion to provide jobs for large numbers of unemployed persons. The central issue of how many activities could be undertaken was examined.

The researchers drew heavily upon public service employment program experience under the Emergency Employment Act and CETA. They conducted an extensive search of the literature and, through correspondence and meetings, elicited the ideas and opinions of government (Federal, State, and local) officials, representatives of national organizations, labor unions, private employers, and

other knowledgeable individuals. A series of papers that present the more technical details of this study has also been developed.

In addition to identifying 233 meaningful job-creation activities in 21 program areas, this study presents information on the skill-mix, labor intensity, and job-creation potential of these activities and associated costs. This list of activities, together with the summary of their characteristics, should provide valuable guidance to prime sponsors and other program administrators. The largest number of activities were in the following program areas: Public works (37), environmental quality (31), education (27), social services (27), and criminal justice (24). Estimates developed for 115 of the 233 activities indicated that the 115 activities could generate about 3 million jobs directly in projects undertaken. That number would be increased by direct, indirect, and induced employment effects. Other topics discussed and analyzed include establishing priorities among activity areas, the supply of skills available for newly created public jobs, potential skill imbalances, and administrative and operational issues that serve as barriers to the expansion of public service jobs programs. Findings and conclusions are discussed in terms of their policy implications, and recommendations are made for possible structural and countercyclical large-scale public job creation programs.
Alan Fechter, Herbert Rubenstein; Dr. Harold L. Sheppard et al.
June 1978

2-021* COUNTER-RECESSIONARY PUBLIC EMPLOYMENT

UNIVERSITY OF CALIFORNIA, INSTITUTE OF INDUSTRIAL RELATIONS
BERKELEY, CALIF.

Dr. Michael L. Wiseman

Grant 21-06-76-17
Project still in progress

Descriptors: IMPACT OF EMPLOYMENT AND TRAINING POLICIES; PUBLIC EMPLOYMENT PROGRAMS; SIMULATION; UNEMPLOYMENT; CETA PROGRAMS; UNEMPLOYMENT/INFLATION TRADEOFF

This study is investigating the extent to which public employment programs are a useful complement to other tools of fiscal policy in combating high levels of unemployment. It is concerned with the employment effects and flexibility of such programs and with their distributional impact, particularly their ability to affect specific target groups or areas.

The final report will include three papers. One, "Evaluating the CETA Public Service Employment Program," has already been published by ASPER in *Conference Report on Evaluating the 1977 Economic Stimulus Package*. It summarizes the Department of Labor evaluation program for CETA public service employment programs. The paper distinguishes between evaluations aimed at verifying assumptions upon which public service employment policy is based and evaluations aimed at improving the congruence between what public service employment programs are and what theory says they should be.

A second paper, "The Age of Cities, the Employment Effects of Business Cycles, and Public Service Employment," will develop a model of ways in which business cycles differentially affect cities. The paper, being written by Dr. Wiseman and Prof. Pravin Varaiya of the Berkeley Economics Department, argues that recessions have profound and, in large part, irreversible effects on urban employment structures. These effects make disentanglement of certain cities from public service employment programs extremely difficult. In addition to analyzing data on 30 metropolitan areas for 1954-76, the paper will include a discussion of the intercity distribution of CETA public service employment jobs in 1975.

A third paper, "CETA in San Francisco," will cover the implementation of CETA public service employment programs in that city. In it, the author develops his own data file for CETA participants and discusses the interaction of CETA money with San Francisco city finances. The paper is an update on earlier work on the Public Employment Program and will include data on the distribution of San Francisco CETA participants by date of program entry and a detailed analysis of the differences in characteristics between regular city public service employment jobholders and project participants in nonprofit organizations. The report will argue that nonprofit organizations have not reached the poor.

2-022* STUDY OF ELIGIBLE POPULATION PARTICIPANTS IN NONSUSTAINING PUBLIC SERVICE EMPLOYMENT

WESTAT, INC.
ROCKVILLE, MD.

John Herzog

Contract 20-24-77-44
Project still in progress

Descriptors: PUBLIC SERVICE EMPLOYMENT; JOB PLACEMENT; JOB APPLICANTS

The primary purpose of this study is to identify any problems CETA prime sponsors may have in reaching a sufficient number of eligible applicants and keeping an adequate pool of applicants for public service employment projects funded under title VI of CETA. To do so, project staff are interviewing representatives of selected prime sponsors, the employment service, and other participating agencies in the same jurisdictions in order to understand the process of creating, tapping, and replenishing pools of eligible applicants. The staff will then interview a national sample of potentially eligible people to identify why they do not participate in the program, and the resulting outcomes.

The study is concentrating on five groups—unemployment insurance (UI) recipients, UI exhaustees, unemployed people ineligible for UI, Work Incentive Program registrants, and unemployed veterans. An additional objective is to find out what happens to people who are judged eligible for PSE but do not get jobs.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-023 YOUTH SERVING THE COMMUNITY: REALISTIC PUBLIC SERVICE ROLES FOR YOUNG WORKERS

THE NATIONAL CHILD LABOR COMMITTEE
NEW YORK, N.Y.

Seymour Lesh

Grant 21-36-77-12
Project completed fiscal year 1978

Descriptors: GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS; PUBLIC EMPLOYMENT PROGRAMS; YOUTH; JOB CREATION

This project produced a monograph on public service jobs projects that are particularly suitable or can be adapted for youth. The monograph can be a guide for prime sponsors and other program operators in conceiving, planning, developing, and implementing their own projects.

It uses information from an extensive review of pertinent literature and from consultations with appropriate agencies, organizations, local officials, and other knowledgeable individuals and reflects recent efforts of public and private agencies. The monograph identifies and discusses some key problems and considerations involved in public service jobs projects for youth. It includes topics such as identifying community needs, staffing projects, and project goals, objectives, and components. Project descriptions are organized by major activity areas (e.g. housing, environment, public safety, social services). Each activity area includes information such as the need and potential for projects, likely barriers and how to cope with them, costs and funding, and organizations and groups that should be involved in the support, planning, and operation of projects. Descriptions of specific, illustrative projects follow each activity area discussion.

Seymour Lesh, Jeffrey Newman, Killian Jordan, and Charlotte Cash
March 1978

Report Descriptors: GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS; JOB CREATION; PUBLIC EMPLOYMENT PROGRAMS; YOUTH

2C. SUPPORTED EMPLOYMENT

2-024 SUPPORTED EMPLOYMENT PROJECTS IN THE PUBLIC SECTOR

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Herbert Sturz, Director

Grant 92-36-72-12
Project completed fiscal year 1978

Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS; WORK ENVIRONMENT

This project examined the feasibility and potential of public service supported work programs for individuals with addiction, alcoholic, and offender backgrounds who are unable to remain successfully employed. It assessed the effectiveness of such programs, the problems encountered in their operation, and their impact upon this special group.

The grantee, with financial assistance from the City of New York, conducted three public service projects employing ex-offenders and ex-addicts—building/monument restoration and cleaning, newspaper recycling, and sidewalk repair and paving. The situations included onsite counseling, specialized employee orientation and training, and other supportive services.

FIRST ANNUAL RESEARCH REPORT ON SUPPORTED EMPLOYMENT
Lucy N. Friedman
October 1973

Report Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS
ETA LIMITED DISTRIBUTION

WILDCAT: THE FIRST TWO YEARS
November 1974
ETA LIMITED DISTRIBUTION

THIRD ANNUAL REPORT ON SUPPORTED EMPLOYMENT
December 1975
ETA LIMITED DISTRIBUTION

2-025* SUPPORTED EMPLOYMENT DEMONSTRATION PROJECT

MANPOWER DEMONSTRATION RESEARCH CORPORATION
NEW YORK, N.Y.
AND
MATHEMATICA, INC.
PRINCETON, N.J.

William J. Grinker

Grant 33-36-75-01
Project still in progress

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH

The overall objectives of this grant are to: (1) Determine the feasibility and potential of supported employment programs for ex-offenders, ex-addicts, welfare heads of households, and unemployed out-of-school youth who because of their backgrounds and work histories are unable to secure and maintain regular employment; (2) analyze and document the procedures and processes by which 15 jurisdictions can provide large-

scale, low-stress employment not otherwise available to such individuals on a permanent basis; (3) conduct an in-depth research study to determine the role of supported employment in a comprehensive employment strategy that deals with dependency populations; and (4) examine and evaluate the macro and micro economic and social implications of an expansion of supported employment programs to national scale.

The grantee will, in conjunction with the board of directors and the relevant Federal agencies, select and subcontract with 15 jurisdictions to operate 3-year supported employment programs. Each project will provide group work situations; onsite counselors; specialized employee training, motivation, and orientation; a full range of support services; and a job creation and development component. Additionally the grantee will supervise the implementation of the overall research component and will subcontract with Mathematica, Inc. Approximately 5,600 subjects will be involved to carry out the specified research design.

HIGHLIGHTS OF SITE ACTIVITIES DURING THE PLANNING PERIOD OF THE SUPPORTED WORK DEMONSTRATIONS
William J. Grinker and Bernard Lefkowitz
June 1976
ETA LIMITED DISTRIBUTION

SUMMARY OF THE FIRST ANNUAL REPORT ON THE NATIONAL SUPPORTED WORK DEMONSTRATION
William J. Grinker and Martha Fay
December 1976

Report Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED
ETA LIMITED DISTRIBUTION

SECOND ANNUAL REPORT ON THE NATIONAL SUPPORTED WORK DEMONSTRATION
William J. Grinker and Martha Fay
April 1978

Report Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; YOUTH; CORRECTIONS; SUPPORTED EMPLOYMENT; CHRONICALLY UNEMPLOYED

NTIS PB284334/AS
ETA LIMITED DISTRIBUTION

IMPLEMENTING SUPPORTED WORK
Joseph Ball
May 1978

Report Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; YOUTH; CORRECTIONS; SUPPORTED EMPLOYMENT; CHRONICALLY UNEMPLOYED
ETA LIMITED DISTRIBUTON

2-026 TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL

CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

Grant 21-06-73-06
Project completed fiscal year 1976

Richard A. Bernheimer
December 1975

Report Descriptors: EMPLOYMENT; HANDICAPPED; UPGRADING; STATE AND LOCAL GOVERNMENTS; PERSONNEL DEVELOPMENT; CALIFORNIA

NTIS PB253125/AS

2D. TRAINING AND APPRENTICESHIP

2-027 AN ANALYSIS OF TRAINING UNDER THE GI BILL

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. David O'Neill

Grant 21-51-75-14
Project completed fiscal year 1978

Descriptors: GI BILL OF RIGHTS; RETURNS ON EDUCATIONAL INVESTMENT; TRAINING EFFECTIVENESS AND IMPACT; VETERANS; RETURNS ON TRAINING; TRAINING PROGRAM MANAGEMENT

This study had three major components: (1) An examination of GI bill administrative procedures, problems, and costs; (2) an analysis of the extent of its utilization by different demographic groups; and (3) an assessment of the effects of training and education taken under the GI bill on subsequent earnings and work experience.

The administrative aspects included the amount of assistance and direction the Veterans Administration (VA) staff gives to clients in selecting suitable institutions and the procedures and criteria for certifying and recertifying such institutions. These factors were investigated by examining written guidelines and procedures and interviewing VA national office and field staff and officials of State approving agencies.

The utilization aspects included the kinds of training or education taken, their length, the kinds of schools or institutions, and the cost—all broken down by demographic characteristics of the participants. This information was obtained from VA and Department of Defense (DOD) records and data banks.

The assessment of effects on earnings and employment experience utilized social security data to gain a longitudinal picture for several years after termination of GI bill training or education. A comparison group was developed from VA and DOD records, and their earnings and employment experiences were similarly traced.

Major study findings were: (1) When prior educational attainment and Armed Forces Qualifications Test scores are held constant, the share of veterans participating in the GI bill program is larger for blacks than for whites. (2) Among the most recent cohorts of separations, educationally disadvantaged veterans have greatly increased their participation in the GI bill program. (3) The data showed that the ultimate participation rate of Vietnam-era veterans in the GI bill program will be much greater than that of World War II veterans. (4) Those veterans

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

who do not intend to pursue a college education base their decision to use the GI bill on the availability of good job opportunities. (5) Veterans who take full-time programs at postsecondary, nondegree-granting schools seem to increase their earnings capacity. (6) Veterans who participate in the Veterans Administration's on-the-job training program have by far the highest earnings of any subgroup of users or nonusers of the GI bill programs.

VOUCHER FUNDING OF TRAINING: A STUDY OF THE GI BILL
Dr. David O'Neill and Sue Goetz Ross
October 1976

Report Descriptors: GI BILL OF RIGHTS; RETURNS ON EDUCATIONAL INVESTMENT; TRAINING EFFECTIVENESS AND IMPACT; VETERANS; RETURNS ON TRAINING; TRAINING PROGRAM MANAGEMENT; VOUCHERS FOR TRAINING

NTIS PB258764/AS

2-028* APPRENTICESHIP, TRAINING, AND LABOR MARKET DOCUMENTATION OF WOODSWORKING TRAINING PROGRAM

OREGON STATE UNIVERSITY
CORVALLIS, OREG.

Gary W. Sorenson

Grant 21-41-78-41
Project still in progress

Descriptors: APPRENTICESHIP; ON-THE-JOB TRAINING (OJT); RELATED INSTRUCTION; LABOR DEMAND; TURNOVER; TRAINING EFFECTIVENESS AND IMPACT

This study will investigate a number of labor market and other issues in preparation for a later assessment of a model apprenticeship program in woodsworking skills and a decision on developing apprenticeship and training standards for the woodsworking industry. The model program, conducted by the Forest Education and Energy Institute of Ashland, Oreg., is to give apprentices experience in all phases of logging, reforestation, and thinning and familiarize them with all commonly used logging equipment.

Issues to be considered in the present study are the short- and long-term demand for woodsworkers, including the demand resulting from labor turnover, and the characteristics of applicants for woodsworking jobs. The project staff will look into the content and design of the apprenticeship training, the role of unions, and the ease of transferring the skills acquired to jobs outside of Oregon. They will also examine the program's recruitment techniques, especially its record on enrolling minority members and women. Other issues to be investigated are the job prospects, skills, and earnings of the trainees compared with those of workers recruited and informally trained by the industry.

2-029 DUAL ENROLLMENT AS AN OPERATING ENGINEER APPRENTICE AND AN ASSOCIATE OF SCIENCE IN ENGINEERING

NATIONAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE FOR OPERATING ENGINEERS
WASHINGTON, D.C.

Grant 21-11-73-12
Project completed fiscal year 1976
A. Michael Collins
August 1976

Report Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; OPERATING ENGINEERS; UNIVERSITIES AND COLLEGES; UNIONS

NTIS PB256631/AS

2-030* ESTABLISHMENT OF A CLEARINGHOUSE OF APPRENTICESHIP INFORMATION

KIRSCHNER ASSOCIATES, INC.
WASHINGTON, D.C.

Edward Davin

Grant 20-11-78-18
Project still in progress

Descriptors: APPRENTICESHIP; INFORMATION

This project is weighing the feasibility of establishing within the Bureau of Apprenticeship and Training (BAT) a clearinghouse of information on successful and innovative apprenticeship training, administrative, and recruitment practices. If a clearinghouse proves to be feasible, the contractor will temporarily staff it. After this experimental period, BAT staff will operate the clearinghouse.

2-031 THE FEASIBILITY OF AWARDING POSTSECONDARY EDUCATIONAL CREDIT ON THE BASIS OF APPRENTICESHIP PROGRAMS REGISTERED WITH THE BUREAU OF APPRENTICESHIP AND TRAINING

AMERICAN COUNCIL ON EDUCATION
WASHINGTON, D.C.

Henry A. Spille

Grant 21-11-77-13
Project completed fiscal year 1978

Descriptors: APPRENTICESHIP; UNIVERSITIES AND COLLEGES; RELATED INSTRUCTION

This project assessed registered apprenticeship programs to determine the feasibility of recommending that college credits be awarded for apprentice training. The prospect of receiving credit for learning acquired through job training should motivate apprentices and journeymen to further their training and education.

The researcher evaluated eight apprenticeship programs and recommended that college credits be granted for the training all of them provided. The recommended credit ranged from 9 to 48 semester hours toward associate and baccalaureate degrees. However, because apprenticeship programs vary from one locality to another, these recommendations could not be extended beyond the programs evaluated.
April 1978

NTIS PB284463/AS

2-032* FEASIBILITY STUDY AND DEMONSTRATION PROJECT TO ESTABLISH A ONE-STOP APPRENTICESHIP OPPORTUNITY CENTER

UNIVERSITY OF TEXAS
AUSTIN, TEX.

Robert W. Glover

Grant 21-48-77-19
Project still in progress

Descriptors: APPRENTICESHIP; TESTING; EMPLOYMENT OPPORTUNITIES; CRAFT WORKERS

This project is designed to determine the feasibility of a one-stop center to register applicants for admission into apprenticeship programs. Such a center would centralize and streamline the application and preliminary screening processes for apprenticeship entry in all occupations for an entire city. Current information on apprenticeship opportunities, remedial and other supportive service and assistance, and testing would be available in the center to qualify youth for apprentice openings. The project will assess the prospects of obtaining voluntary cooperation of unions and other parties and specify the functions of the center.

2-033 JOINT WORKSHOPS: PERFORMANCE BASED APPRENTICE AND TECHNICAL TRAINING

A. E. ORIEL & ASSOCIATES, LTD.
CHICAGO, ILL.

Grant 21-17-75-09
Project completed fiscal year 1976
Dr. Arthur E. Oriel
September 1976

Report Descriptors: APPRENTICESHIP; TECHNICAL TRAINING; PROGRAMED INSTRUCTION; TOOL AND DIE; CRAFT WORKERS

NTIS PB258558/AS

2-034 A MUTUAL AGREEMENT PROGRAM (MAP) TO IMPROVE COMMUNICATION AND COORDINATION BETWEEN PAROLING AUTHORITIES AND INMATE TRAINING PROGRAMS

AMERICAN CORRECTIONAL ASSOCIATION
COLLEGE PARK, MD.

Grant 92-24-72-37 (formerly Contracts 89-11-71-01 and 89-24-72-02)
Project completed fiscal year 1976

PAROLE (ORIGINS, DEVELOPMENT, CURRENT PRACTICES, AND STATUTES)(RESOURCE DOCUMENT NO. 1—REVISED)
William Parker
1975

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES; HANDBOOKS; STATE-OF-THE-ART PAPERS

NTIS PB246337/AS
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

PROCEEDINGS: THE NATIONAL WORKSHOP OF CORRECTIONS AND PAROLE ADMINISTRATION, FEBRUARY 20-23, 1972, NEW ORLEANS, LA. (RESOURCE DOCUMENT NO. 2)
Compiled and Edited by Leon Leiberg
1972

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

NTIS PB211188/AS
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

THE MUTUAL AGREEMENT PROGRAM: A PLANNED CHANGE IN CORRECTIONAL SERVICE DELIVERY (RESOURCE DOCUMENT NO. 3)
Leon Leiberg and William Parker
November 1973

Report Descriptors: TRAINING PRACTICES; CORRECTIONS; HANDBOOKS

NTIS PB211187/AS

PROCEEDINGS: SECOND NATIONAL WORKSHOP ON CORRECTIONS AND PAROLE ADMINISTRATION, SAN ANTONIO, TEXAS (RESOURCE DOCUMENT NO. 4)
Compiled and Edited by Leon Leiberg
1974

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

MAP MARKERS: RESEARCH AND EVALUATION OF THE MUTUAL AGREEMENT PROGRAM (RESOURCE DOCUMENT NO. 5)
Dr. James O. Robison
April 1975

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

NTIS PB246279/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

PROGRAM IMPLEMENTATION: POLITICS AND POLICY CHANGE (RESOURCE DOCUMENT NO. 6)
Dr. Ellen Dunbar
1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

AN EVALUATION SUMMARY OF RESEARCH: MAP PROGRAM OUTCOMES IN THE INITIAL DEMONSTRATION STATES (RESOURCE DOCUMENT NO. 7)
Anne Rosenfeld
April 1975

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

NTIS PB246387/AS
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

THE LEGAL ASPECTS OF CONTRACT PAROLE (RESOURCE DOCUMENT NO. 8)
Robin Epstein, Sara R. Latz, David Leonard, Patti Nelson, Andre M. Reiman with Rowan K. Klein, Esq.
March 1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

NTIS PB257852/AS
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

MANUAL: THE PLANNED IMPLEMENTATION OF MUTUAL AGREEMENT PROGRAMMING IN A CORRECTIONAL SYSTEM (RESOURCE DOCUMENT NO. 9)
Stephen D. Minnich
February 1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

NTIS PB252091/AS
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

2-035 PILOT STUDY OF THE APPRENTICESHIP SYSTEM

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Contract 20-49-74-03
Project completed fiscal year 1976
John J. Walsh and Jan Totten
May 1975

Report Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; PILOT STUDY; ON-THE-JOB TRAINING (OJT)

NTIS PB243391/AS

2-036* RURAL EMPLOYMENT OUTREACH EXPERIMENTAL AND DEMONSTRATION PROJECT (TENNESSEE-TOMBIGBEE PROJECT)

THE NATIONAL RURAL CENTER
WASHINGTON, D.C.

Kenneth Johnson and Curtis Toews.

Grant 21-11-76-06
Project still in progress

Descriptors: TRAINING EFFECTIVENESS AND IMPACT; RURAL AREAS; AFFIRMATIVE ACTION PLANS; PUBLIC UTILITIES

The objective of this grant is to develop and test the feasibility of a model rural employment outreach and areawide affirmative action plan. In testing the model, the grantee is determining the efficacy of outreach and startup training concepts as a means of increasing employment opportunities for rural minority workers on major public works projects. To accomplish this, the grantee is developing a formal procers of measurement, recruitment, training, and placement of local rural workers for the Tennessee-Tombigbee Waterway Development Project and comparing it with the McClellan-Kerr Arkansas River Navigation Project, which has no such plan. This is an anticipated 3-year effort. In the first phase, the grantee collected baseline data for later comparison of the two public works projects and attempted to formalize the model based on the DOL-funded experimental project of recruitment, training, and placement that is ongoing at one site. Later, the grantee will attempt to implement the "model" at additional sites.

RURAL JOBS FROM RURAL PUBLIC WORKS: A RURAL EMPLOYMENT OUTREACH EXPERIMENTAL AND DEMONSTRATION PROJECT, PHASE ONE, FEBRUARY 1, 1976 TO JANUARY 31, 1977
Lamond Godwin, Curtis Toews, Kathryn Baker, and John Cornman
October 1977

NTIS PB283093/AS
ETA COPIES LIMITED
Also available from the National Rural Center, 1828 L Street, N.W., Suite 1000, Washington, D.C. 20036.

RURAL JOBS FROM RURAL PUBLIC WORKS, PHASE TWO FEBRUARY 1, 1977, TO JANUARY 31, 1978
Curtis Toews, Kenneth Johnson, Kathryn Baker, Thomas Till, Walter Davis and John Cornman
January 1978

NTIS PB283314/AS
Also available from the National Rural Center, 1828 L Street, N.W., Suite 1000, Washington, D.C. 20036.

2-037 STUDY OF OPERATIONS OF FEDERAL APPRENTICESHIP PROGRAMS

MANPOWER AND EDUCATION RESEARCH ASSOCIATES
ARLINGTON, VA.

Grant 20-51-75-34
Project completed fiscal year 1976

2-038* A STUDY TO ASSESS THE FEASIBILITY OF DEVELOPING MEASURES OF THE QUALITY OF TRAINING PROVIDED IN CETA

GREAT LAKES RESEARCH, INC.
MINNEAPOLIS, MINN.

Emil Marotzke

Contract 20-27-78-43
Project still in progress

Descriptors: EFFECTIVENESS OF PROGRAMS; OCCUPATIONAL TRAINING; TRAINING PROGRAM MANAGEMENT

This study will report on the feasibility of developing measures of the quality of training provided under CETA. The need for objective techniques to assess the effectiveness of CETA training conducted has long been recognized. However, because of the great diversity of training methods and environments, no suitable measures have been developed. A review of the current state of the art, which this project will conduct, constitutes a necessary first step in meeting this need.

The researchers will obtain information from personal and telephone contacts with the staffs 8 organizations training and placing trainees and representatives of appropriate national agencies. They will also review relevant literature.

2-039 TO TEST THE FEASIBILITY OF DEVELOPING DATA ON NONREGISTERED APPRENTICES BY OCCUPATION AND INDUSTRY AND STATE USING TWO ONGOING STATISTICAL PROGRAMS

MANPOWER AND EDUCATION RESEARCH ASSOCIATES
ARLINGTON, VA.

Sol Swerdloff

Grant 21-51-78-22
Project completed fiscal year 1978

Descriptors: APPRENTICESHIP; INFORMATION SYSTEMS; EMPLOYMENT AND TRAINING SERVICES INFORMATION; DATA SOURCES AND USE; QUESTIONNAIRE

This study was undertaken to determine whether useful and reliable data on unregistered apprentices could be obtained from the ongoing State and National Apprenticeship Program Statistics (SNAPS) and Occupational Employment Statistics (OES) Program.

It discovered that data problems preclude the use of SNAPS and OES for estimates on unregistered apprentices. The principal problem is differences between the two surveys in classification of individual establishments or programs. The study recommends that the OES 202 file be used to classify the SNAPS individual establishment program data at the local, State or national level and that more national and State resources and efforts be devoted to improving apprentice data collection and estimation by OES.

REPORT ON PROJECT TO TEST THE FEASIBILITY OF DEVELOPING DATA ON NONREGISTERED APPRENTICES BY OCCUPATION AND INDUSTRY AND BY STATE USING TWO ONGOING STATISTICAL PROGRAMS
May 1978

2-040* TRAINING AND RETENTION OF DISADVANTAGED WORKERS IN PRIVATE SECTOR OJT

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Elisabeth K. Allison

Grant 21-25-78-31
Project still in progress

Descriptors: TRAINING EFFECTIVENESS AND IMPACT; TRAINING PRACTICES; JOB RETENTION; DISADVANTAGED; CAREER PATTERNS

This study adds a research component to a project currently underway to establish a national training program in the men's tailored clothing industry. The project, which calls for training for steady and relatively high-paying jobs located in older urban areas for 1,500 workers, most of whom are economically disadvantaged minorities and women, provides a major placement opportunity. It also permits industry to learn to train more efficiently, reduce turnover, retrain, and upgrade. (The project is being supported by the Employment and Training Administration's Office of National Programs.) The research component investigates a range of problems, including the following: (1) Determining how marginal workers can be brought into full participation in economic life, specifically considering such factors as training method, supervisor characteristics, local economic conditions, and applicant's work history on job retention; (2) measuring the effectiveness of specific training approaches; (3) determining the source of male/female earnings differentials and the effect of age on productivity; and (4) gathering information on how new employees can be more efficiently matched with jobs.

The researcher will collect "base-line" data on the industry's current training practices; conduct statistical analyses, measuring benefits or associating benefits with specific program components; undertake a cost-benefit analysis; and analyze the reproducibility of training methods that are identified as especially effective.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2E. UPGRADING AND JOB RESTRUCTURING

2-041 California Agriculture Career System

SOCIAL DEVELOPMENT CORPORATION
BETHESDA, MD.

Contract 82-11-71-25
Project completed fiscal year 1976

CAREER DEVELOPMENT FOR FARM EMPLOYMENT
Donald G. Bennett
December 1976

Report Descriptors: SEASONAL EMPLOYMENT; OCCUPATIONAL CLASSIFICATION; OCCUPATIONAL STRUCTURE; AGRICULTURAL COMMUNITIES; FARMWORKERS; UPGRADING; JOB ANALYSIS

NTIS PB272461/AS

2-042 Demonstration Project to Develop and Test Alternative Qualifications and Credentials for Upgrading Paraprofessionals in Human Service Occupations

NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH (NCEY)
NEW YORK, N.Y.

Contract 82-34-70-29
Project completed fiscal year 1976

UPGRADING AND CREDENTIALING PARAPROFESSIONALS: DEVELOPING NEW MODELS IN HUMAN SERVICE OCCUPATIONS

FINAL REPORT FOR PHASE I: SEPTEMBER 1970—MAY 1972
1973

NTIS PB241938/AS

APPENDIXES FOR FINAL REPORT FOR PHASE I: SEPT. 1970—MAY 1972

Anita S. Vogel
1973

Report Descriptors: UPGRADING; CREDENTIALING; PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

NTIS PB241939/AS

DEMONSTRATION PROJECT ON DEVELOPING ALTERNATIVE QUALIFICATIONS AND CREDENTIALS FOR PARAPROFESSIONALS, FINAL REPORT: PHASE II (DECEMBER 1973)
Seymour Lesh and staff
May 1974

Report Descriptors: PARAPROFESSIONALS; CREDENTIALING; UPGRADING; VOCATIONAL TRAINING; HUMAN SERVICE OCCUPATIONS

NTIS PB247681/AS

A CRITICAL ANALYSIS OF A NEW MODEL FOR OCCUPATIONAL THERAPY EDUCATION: ITS APPLICABILITY FOR OTHER OCCUPATIONS AND SYSTEMS; REPORT OF A SYMPOSIUM CONDUCTED BY THE CONSORTIUM FOR OCCUPATIONAL THERAPY EDUCATION, APRIL 16, 1974, ORANGEBURG, N.Y.
April 1974

Report Descriptors: CREDENTIALING; PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

NTIS PB238999/AS

DEVELOPING NEW MODELS FOR PARAPROFESSIONAL HUMAN SERVICE OCCUPATIONS
Seymour Lesh, Barbara Gill Williams, and Jack Dunn
December 1976

Report Descriptors: EDUCATION; EMPLOYMENT; UPGRADING; PERSONNEL DEVELOPMENT; PARAPROFESSIONALS; CREDENTIALS; ACCREDITATION

NTIS PB267238/AS

2-043 Demonstration Project for Institutionalizing the Upgrading of the Disadvantaged

UNIVERSITY OF PENNSYLVANIA, THE WHARTON SCHOOL, INDUSTRIAL RESEARCH UNIT
PHILADELPHIA, PA.

Grant 21-42-75-01
Project completed fiscal year 1976
Herbert R. Northrup et al.
November 1976

Report Descriptors: UPGRADING; MINORITIES; DISADVANTAGED; UNDEREMPLOYMENT; OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; PENNSYLVANIA

NTIS PB262454/AS

2-044* Developing Strategies for Implementing Findings of Health Services Mobility Study

HEALTH AND EDUCATION RESOURCES, INC.
BETHESDA, MD.

Audrey Moore and Eileen M. Lavine

Grant 21-24-78-57
Project still in progress

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page v for further information about ordering reports.

Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; JOB DESCRIPTION; HOSPITALS; UPGRADING; EDUCATION

The purpose of this grant is to develop and carry out a national invitational conference to plan specific strategies and secure commitments for implementation of the findings and results of the Health Services Mobility Study (HSMS). Prior to the conference, the grantee will convene a preliminary expert review panel to provide analytical critiques of the HSMS methodology to help set the focus and determine the agenda for the proposed conference.

The grantee will prepare a report of the proceedings of the conference, as well as help develop position papers or other information devices to stimulate implementation of the HSMS system in radiology and radiological technology, in other health areas, and in other fields, and will disseminate information on the HSMS methodology and results for broader application, including feasibile next steps to be taken in the implementation process.

2-045 A Feasibility Study to Develop a Strategy for Implementation and Utilization of Findings of the Health Services Mobility Study

HEALTH AND EDUCATION RESOURCES, INC.
BETHESDA, MD.

Eileen M. Lavine and Audrey Moore

Grant 21-24-77-06
Project completed fiscal year 1978

Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; JOB DESCRIPTION; EDUCATION

The grantee attempted to develop a strategy for implementation and utilization of the findings of the Health Services Mobility Study (HSMS), conducted by Dr. Eleanor Gilpatrick of Hunter College through the Research Foundation of the City University of New York. To accomplish this, the grantee sought the advice of appropriate outside experts, as well as key persons in the Department of Health, Education, and Welfare, to develop a number of alternative strategies for such implementation, including estimations of time, money, and staff necessary to carry out each strategem and the degree of support that might be forthcoming from various agencies and associations. Concise summary fact sheets were prepared on the extensive outputs of HSMS during the past 8 years (over 50 volumes) and used for discussion purposes among the various key persons in the health manpower field. On the basis of these findings, and drawing on their own expertise in the health manpower field, the researchers concluded that the HSMS methodology has valuable applications, not only in the fields of health, but potentially for all work fields. It is a highly effective tool for restructuring jobs, creating more flexible employment patterns (including new job levels), using personnel more effectively, opening educational and training opportunities through a more cost-effective modular design, and improving evaluation of applicants for jobs and their performance in those jobs.

EXPLORING WAYS TO IMPLEMENT THE HEALTH SERVICES MOBILITY STUDY: A FEASIBILITY STUDY.
December 1977

NTIS
Also available from Health and Education Resources, Inc., 9650 Rockville Pike, Bethesda, Md. 20014.

2-046 Health Services Mobility Study (HSMS)

THE RESEARCH FOUNDATION OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Dr. Eleanor G. Gilpatrick, Director

Contract 82-34-69-34
Project completed fiscal year 1978

Descriptors: UPGRADING; HEALTH OCCUPATIONS; JOB ANALYSIS; OCCUPATIONAL MOBILITY; OCCUPATIONAL STRUCTURE; CURRICULUMS

The basic goal of HSMS is to develop methods of facilitating the upward mobility and more effective development and use of health service workers.

Project staff developed, tested, and applied a highly sophisticated, explicitly researched, and well-documented methodology for job analysis, occupational structuring, and curriculum design. These methods reflected or were directed to operating situations, principally in health service organizations and educational institutions.

The findings indicate that New York municipal hospitals can be restructured to permit more efficient use of health service workers. The method is being applied to all areas of radiologic technology.

The results and the task analysis and curriculum design methodology are reported in current documents. The method may be used in industries other than health services. A limited number of copies of selected project reports may be obtained from Dr. Eleanor Gilpatrick, Director, Health Services Mobility Study, 302 West 12th Street, New York, N.Y. 10014.

TRAIN PRACTICAL NURSES TO BECOME REGISTERED NURSES: A SURVEY OF THE PN POINT OF VIEW (RESEARCH REPORT NO.1)
Dr. Eleanor G. Gilpatrick
June 1968

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

NTIS PB271356/AS
Available from Dr. Eleanor Gilpatrick, Health Services Mobility Study, 302 West 12th Street, New York, N.Y. 10014.

THE OCCUPATIONAL STRUCTURE OF NEW YORK CITY MUNICIPAL HOSPITALS (RESEARCH REPORT NO.2)
Dr. Eleanor G. Gilpatrick and Paul K. Corliss
1970

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING

NTIS PB273905/AS
Available from: Dr. Eleanor Gilpatrick, Health Services Mobility Study, 302 West 12th Street, New York, N.Y. 10014.

THE DESIGN OF CURRICULUM GUIDELINES FOR EDUCATIONAL LADDERS USING TASK DATA, (WORKING PAPER NO. 11)
Christina Gullion and Dr. Eleanor G. Gilpatrick
July 1973

Report Descriptors: CURRICULUMS; UPGRADING; HEALTH OCCUPATIONS; JOB ANALYSIS; TESTING; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; HANDBOOKS

NTIS PB225035/AS

HEALTH SERVICES MOBILITY STUDY, FINAL REPORT FOR THE PERIOD OCTOBER 1967 TO MARCH 1972 (TECHNICAL REPORT NO. 11)
Dr. Eleanor G. Gilpatrick
1972

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB210912/AS

HEALTH SERVICES MOBILITY STUDY, FIRST PROGRESS REPORT FOR PHASE IV FOR THE PERIOD APRIL 1, 1972 TO MARCH 15, 1973. (TECHNICAL REPORT NO. 12)
Dr. Eleanor G. Gilpatrick
1973

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB222321/AS

SUGGESTIONS FOR JOB AND CURRICULUM LADDERS IN HEALTH CENTER AMBULATORY CARE, (RESEARCH REPORTS NOS. 4 AND 5)
Dr. Eleanor G. Gilpatrick
1972

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB269586/AS

HEALTH SERVICES MOBILITY STUDY, AN INTRODUCTION TO THE WORK OF THE HEALTH SERVICES MOBILITY STUDY, AS OF APRIL 1975 (TECHNICAL REPORT NO. 13)
Dr. Eleanor G. Gilpatrick
January 1976

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB252418/AS

TASK DESCRIPTIONS IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 7)

VOLUME 1, MEDICAL TASKS: WHAT THE RADIOLOGIST DOES
July 1976

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; JOB DESCRIPTION; EDUCATION

NTIS PB257224/AS

VOLUME 2, RADIOLOGIC TECHNOLOGIST TASKS DEALING WITH PATIENT PROCEDURES, PART I: TASKS 7 THROUGH 386
August 1976

NTIS PB261008/AS

VOLUME 2, RADIOLOGIC TECHNOLOGIST TASKS DEALING WITH PATIENT PROCEDURES, PART II: TASKS 387 THROUGH 526
August 1976

NTIS PB261009/AS

VOLUME 3, MACHINE-RELATED, PATIENT CARE, AND ADMINISTRATIVE TASKS
September 1976

NTIS PB258653/AS

VOLUME 4, INDEX OF TASKS BY CODE NUMBER AND EXTENDED NAME
September 1976

NTIS PB258654/AS

USING TASK DATA IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 8)

VOLUME 1, JOB LADDERS: ASSIGNING TASKS TO JOBS

Dr. Eleanor G. Gilpatrick
May 1977

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

NTIS PB270459/AS

USING TASK DATA IN DIAGNOSTIC RADIOLOGY

VOLUME 2, CURRICULUM OBJECTIVES FOR RADIOLOGIC TECHNOLOGY

Dr. Eleanor G. Gilpatrick and Dr. Christina Gullion
May 1977

NTIS PB270460/AS

THE TECHNOLOGIST FUNCTION IN FIELDS RELATED TO RADIOLOGY: TASKS IN RADIATION THERAPY AND DIAGNOSTIC ULTRASOUND, RESEARCH REPORT NO. 9; AND RELATING TECHNOLOGIST TASKS IN DIAGNOSTIC RADIOLOGY, ULTRASOUND AND RADIATION THERAPY, RESEARCH REPORT NO. 10
Dr. Eleanor G. Gilpatrick
October 1977

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page v for further information about ordering reports.

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE
Available from: Dr. Eleanor Gilpatrick, Health Services Mobility Study, 302 West 12th Street, New York, N.Y. 10014.

THE HEALTH SERVICES MOBILITY STUDY METHOD OF TASK ANALYSIS AND CURRICULUM DESIGN, RESEARCH REPORT NO. 11

VOLUME I, BASIC TOOLS: CONCEPTS, TASK IDENTIFICATION, SKILL SCALES, AND KNOWLEDGE SYSTEM
November 1977

VOLUME 2, WRITING TASK DESCRIPTIONS AND SCALING TASKS FOR SKILLS AND KNOWLEDGE: A MANUAL
November 1977

VOLUME 3, USING THE COMPUTER TO DEVELOP JOB LADDERS
December 1977

VOLUME 4, DEVELOPING CURRICULUM OBJECTIVES FROM TASK DATA: A MANUAL

Dr. Eleanor G. Gilpatrick and Dr. Christina Gullion
December 1977
All volumes of this report are available from: Dr. Eleanor Gilpatrick, Health Services Mobility Study, 302 West 12th Street, New York, N.Y. 10014.

2-047 IMPACT AND EFFECT OF THE JOB ADVANCEMENT TRAINING R&D PROJECT IN THE NORTHERN CALIFORNIA CANNING INDUSTRY

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Grant 21-06-74-06
Project completed fiscal year 1977

LAYOFF TIME TRAINING: A KEY TO UPGRADING, WORKFORCE UTILIZATION, AND EEOC AFFIRMATIVE ACTION
Curtis C. Aller, Donald Mayall, John Mitchell, and David C. Roberts
September 1977

Report Descriptors: UPGRADING; WOMEN; CANNING INDUSTRY; UNIONS; SEASONAL EMPLOYMENT; TRAINING PRACTICES; CALIFORNIA

NTIS PB272523/AS
ETA R&D MONOGRAPH NO. 61

2-048* IMPROVING THE UTILIZATION OF HEALTH MANPOWER

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Harold M. Goldstein and Dr. Morris A. Horowitz
Center for Medical Manpower Studies

Grant 42-25-72-10 (formerly Contract 41-9-004-23 and Grant 91-23-67-57)
Project still in progress

Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; MASSACHUSETTS, BOSTON

The principal objectives of this project are: (1) To determine whether and how recommendations made in a study of the Cambridge Hospital have been carried out; (2) to analyze why certain changes were or were not made; (3) to analyze the longrun and cumulative effects of such changes; (4) to disseminate findings from this and other studies among other hospitals in the area; (5) to explore the development of research techniques for measuring how much change has taken place through improvement in quality of medical services; and (6) to compile a list of "marginal medical functions" which could be performed as well or better by paramedical personnel.

The researchers are attempting to act as change agents, in working with the hospitals to collect data on hiring, terminations, wage rates, job descriptions, job functions, and manpower utilization. They are also attempting to utilize in these hospitals the findings from other research and development efforts in the health manpower area.

Other research efforts include the following: (1) The center will determine the changes over a 5-year period in the various occupational groups within the health field in the Boston area whether there is an underutilization of hospital bed capacity, and the effects of the growth of nonhospital health facilities; (2) the center will assess the impact on the number and composition of health workers under each National Health Insurance (NHI) plan currently under congressional consideration, projecting the demand for facilities, services, health care, and health care personnel, based on current manpower structure and each NHI proposal, with attention focused on those occupations that may be considered as potential entry-level and middle-level occupations; and (3) the center will consider the impact of unionization of health workers by appraising whether unionization and collective bargaining are (a) improving the job and career opportunities for the disadvantaged in an expanding sector, (b) opening new opportunities to minorities and to women, (c) enhancing the status of hospitals as employers of nonprofessionals, thereby insuring more stable patterns of employment among this group, and (d) fostering efforts to utilize labor more effectively to control costs.

In addition, the researchers have analyzed almost 6,000 requests for copies of their earlier report in an attempt to build a using public for their own findings and those of other researchers in the allied health manpower area.

IMPROVING THE UTILIZATION OF HEALTH MANPOWER TWO-YEAR REPORT OF JUNE 30, 1972, TO JUNE 30, 1974
July 1974

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS; MASSACHUSETTS, BOSTON

NTIS PB236324/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Also available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

RESEARCH AND DEVELOPMENT IN THE UTILIZATION OF MEDICAL MANPOWER
October 1974
Available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

GUIDE TO RESTRUCTURING MEDICAL MANPOWER OCCUPATIONS IN HOSPITALS
July 1975
Available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

HEALTH PERSONNEL: MEETING THE EXPLOSIVE DEMAND FOR MEDICAL CARE
July 1977

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS
Published by Aspen Systems Corporation, 20010 Century Blvd., Germantown, Md. 20767.

ENTRY-LEVEL HEALTH OCCUPATIONS: DEVELOPMENT AND FUTURE
April 1977

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS; ENTRY-LEVEL EMPLOYEE PROBLEMS

NTIS PB269790/AS
Available from Center for Medical Manpower Studies, Northeastern University or The Johns Hopkins University Press, (Policy Studies in Employment and Welfare No. 27, $3.25).

UTILIZATION OF HEALTH PERSONNEL; A FIVE HOSPITAL STUDY

VOLUME I, REPORT
March 1978

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; MASSACHUSETTS, BOSTON

NTIS PB284191/AS

VOLUME II, STATISTICAL TABLES A1-A115
March 1978

NTIS PB284192/AS
Available from the Center for Medical Manpower Studies, Department of Economics, Northeastern University, Boston, Mass. 02115.

2-049 MINORITY WOMEN EMPLOYMENT PROGRAM; A DEMONSTRATION PROGRAM TO FACILITATE ENTRY OF MINORITY WOMEN INTO MANAGERIAL, PROFESSIONAL, AND TECHNICAL OCCUPATIONS

RECRUITMENT AND TRAINING PROGRAM, INC.
NEW YORK, N.Y.

William Ross, Executive Director of Recruitment and Training Program Inc., and Paulette Norvel, National Director of Women's Program, Recruitment and Training Program, Inc.

Contract 20-36-75-15
Project completed fiscal year 1978

Descriptors: RECRUITMENT; WHITE-COLLAR OCCUPATIONS; MINORITIES; WOMEN; EMPLOYMENT OPPORTUNITIES; PROFESSIONALS; CAREER CHOICE; LABOR SUPPLY; JOB PLACEMENT; SUPPORTIVE SERVICES; JOB DEVELOPMENT; MINORITY WOMEN EMPLOYMENT PROGRAM (MWEP)

In 1972, the Minority Women Employment Program (MWEP), a pilot demonstration project set up in Atlanta, tested the outreach strategy used in Atlanta to place minority youth in building trades apprenticeship programs could be adapted to help college-educated minority women break into nontraditional managerial, professional, and technical occupations. In 1973, the project was tried out in Houston, and a year later it was expanded to five other sites: Dallas, New Orleans, Tulsa, Cincinnati, and Los Angeles. By identifying well-qualified minority women, coaching them to produce favorable interview and test results, instructing them in resume preparation, and making them available for job openings developed by the project, companies that previously had little or no minority female representation among their better paying jobs made significant strides.

More than 1,300 women have already been placed in occupations such as chemist, accountant, management trainee, and engineer. The project is regarded as a source of high caliber applicants by industry, with companies repeatedly turning to it for hiring assistance. (About 65 percent of the placements have been in private industry, 10 percent in private nonprofit organizations, and 25 percent in the public sector.) About half of the MWEP placements have been unemployed at the time of their application to the program. MWEP placements have experienced striking improvements in occupation and salary. Women who have been severely underemployed are now working at jobs commensurate with their skills. For example, women who had been clerks, cashiers, receptionists, waitresses, and part-time secretaries are now auditors, corporate recruiters and trainers, programers, sales representatives, and accountants.

Although some of the women had been working in professional positions (primarily teaching) prior to MWEP placement, they substantially increased their annual salaries through placement in "male-oriented" jobs.

Breakthroughs have been made by the project. For example, MWEP placed (a) the first two minority women working in a professional-technical capacity with a large automobile manufacturer in Atlanta; (b) the first minority woman auditor in a major insurance firm in Texas; (c) the first black woman TV "talk show" host in Atlanta; and (d) the first minority professional woman employed by a Texas State regulatory agency. Funding for the project now has been assumed by the Employment and Training Administration's Office of National Programs.

THE MINORITY WOMEN EMPLOYMENT PROGRAM: A NATIONAL DEMONSTRATION PROJECT TO FACILITATE ENTRY OF MINORITY

WOMEN INTO MANAGERIAL, PROFESSIONAL, AND TECHNICAL OCCUPATIONS.

VOLUME I

Robert W. Glover and Paula S.Greenfield
November 1976

Report Descriptors: MINORITIES; COUNSELING AND GUIDANCE; JOB PLACEMENT; RECRUITMENT; HIRING PRACTICES; WOMEN; OKLAHOMA, TULSA; OHIO, DAYTON; OHIO, CINCINNATI; CALIFORNIA, LOS ANGELES; TEXAS, DALLAS; TEXAS, HOUSTON; LOUISIANA, NEW ORLEANS; GEORGIA, ATLANTA; OKLAHOMA, OKLAHOMA CITY

NTIS PB264940/AS

VOLUME II
November 1976

NTIS PB264941/AS

PLACING MINORITY WOMEN IN PROFESSIONAL JOBS
Robert W. Glover
February 1977

Report Descriptors: RECRUITMENT; MINORITIES; WOMEN; WHITE-COLLAR OCCUPATIONS; JOB PLACEMENT; JOB DEVELOPMENT; HANDBOOKS
ETA R&D MONOGRAPH NO. 55

2-050* RTP/ARKANSAS STATE EMPLOYMENT SERVICE DEMONSTRATION PROJECT FOR PLACING MINORITIES IN PROFESSIONAL AND MANAGERIAL JOBS

RECRUITMENT AND TRAINING PROGRAM, INC: NEW YORK, N.Y.

William Ross

Contract 20-36-77-13
Project still in progress

Descriptors: MINORITIES; COUNSELING AND GUIDANCE; JOB PLACEMENT; PUBLIC EMPLOYMENT SERVICE; RECRUITMENT; ARKANSAS, LITTLE ROCK; ARKANSAS, FORT SMITH

This is a 2-year demonstration project testing the feasibility of joint efforts between local employment service operations and the Minority Women Employment Program (MWEP). It uses techniques developed for placing college-educated minority women in professional, technical, and managerial jobs (see Contract 20-36-75-15) and in special "outreach" programs that place minority youth in building trades apprenticeships. The program is being tested in the Little Rock and Fort Smith, Ark., employment service offices and should increase the placement of college-educated minority women and men in jobs commensurate with their skills.

Placement techniques include locating well-qualified applicants, preparing them to perform well in the screening procedures of applicable firms, providing counseling, making employer contacts, and conducting job development. The project includes a research component, with staff from the University of Texas documenting and assessing the effectiveness of the project, providing research assistance, and assisting in training project staff.

2-051 SURVEY OF SHELTERED WORKSHOPS AND THEIR HANDICAPPED CLIENTS

EMPLOYMENT STANDARDS ADMINISTRATION, U.S. DEPARTMENT OF LABOR WASHINGTON, D.C.

Jack I. Karlin, Division of Research

Contract 20-11-73-25
Project completed fiscal year 1978

Descriptors: REHABILITATION; SHELTERED WORKSHOPS; HANDICAPPED; ASSESSMENT AND EVALUATION; FAIR LABOR STANDARDS ACT; FRINGE BENEFITS; JOB PLACEMENT

This two-phase study is investigating the operations of sheltered workshops in the United States. The first-phase report, forwarded to Congress during the summer of 1977, was based on a mail survey of all 1,800 certified sheltered workshops in the country and personal interviews with a stratified random sample of 3,400 handicapped clients of these workshops. Some major findings are: Clients' earnings were unchanged over a 5-year period; on average, 12 percent of the clients moved into competitive employment each year; and the size of a workshop was directly related to its ability to provide high wages, good training, and fringe benefits. In addition, the study showed that limited work and funds precluded the use of idle facilities to create more sheltered jobs, and lack of advanced production facilities prevented large numbers of workshops from taking advantage of preferences in competition for Federal procurement contracts.

In the second phase of the study, researchers are reporting on a survey of the attitudes and experiences of handicapped workshop employees. Copies of the report are expected to be available early in fiscal 1979, following its transmission to Congress.

SHELTERED WORKSHOP STUDY: A NATIONWIDE REPORT ON SHELTERED WORKSHOPS AND THEIR EMPLOYMENT OF HANDICAPPED INDIVIDUALS
Claude W. Whitehead and Jack I. Karlin
1977

Report Descriptors: REHABILITATION; SHELTERED WORKSHOPS; HANDICAPPED; ASSESSMENT AND EVALUATION; FAIR LABOR STANDARDS ACT; FRINGE BENEFITS; JOB PLACEMENT

Available from Employment Standards Administration, Division of Research, Washington, D.C. 20210.

STATISTICAL APPENDIX
June 1977

Employment Standards Administration, U.S. Department of Labor, Division of Research, Washington, D.C. 20210

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-052 TRAINING FOR UPGRADING IN THE NORTHERN CALIFORNIA CANNING INDUSTRY

JOINT COMMITTEE FOR CANNERY INDUSTRY TRAINING PROGRAM, INC.
WALNUT CREEK, CALIF.

Contract 20-06-74-12
Project completed fiscal year 1977

LAYOFF TIME TRAINING: A KEY TO UPGRADING, WORKFORCE UTILIZATION AND EEOC AFFIRMATIVE ACTION
Curtis C. Aller, Donald Mayall, John Mitchell, and David C. Roberts
September 1977

Report Descriptors: CANNING INDUSTRY; UPGRADING; TRAINING EFFECTIVENESS AND IMPACT; LAYOFFS; UNIONS; SEASONAL EMPLOYMENT; CALIFORNIA

NTIS PB272523/AS
ETA R&D MONOGRAPH NO. 61

2F. WELFARE RECIPIENT PROGRAMS

2-053 AN ANALYSIS OF UNASSIGNED RECIPIENTS IN THE WIN PROGRAM

P/RA RESEARCH, INC.
EAST MEADOW, N.Y.

Dr. Sam Resnick

Contract 51-36-76-03
Project completed fiscal year 1978

Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; WORK INCENTIVE (WIN) PROGRAM; PREDICTION OF SUCCESS IN PROGRAMS

Unassigned recipients are people registered for the Work Incentive (WIN) Program and receiving welfare who have not been assigned to training or employment. At present, they make up more than 70 percent of the WIN target population. This study examined the potential of unassigned recipients for training and job placement by reviewing their previous work experience and relevant social, economic, and demographic characteristics and the local labor market conditions. The study also analyzed how local administrative procedures and criteria for processing unassigned recipients affected assignment to WIN components.

The researchers report that the unassigned pool can be divided into registrants receiving WIN job development and referral services on a regular basis and those contacted much less frequently either because of a lack of resources or because of the extent of their barriers to employment. There was scant evidence that the unassigned recipient status was a transitional phase leading to future assignment in the WIN Program. Only about 13 percent of the unassigned recipients were judged not ready for jobs because of medical limitations noted in the WIN file. The study concludes that most unassigned recipients apparently could accept full-time employment if the program had the resources to meet their child care needs.
Robert Anderson
April 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN

NTIS PB284870/AS

2-054* ASSESSMENT OF A WIN QUALITY TRAINING DEMONSTRATION PROGRAM

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Laure M. Sharp

Grant 51-11-78-03
Project still in progress

Descriptors: TRAINING; WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE PROGRAMS

This experimental project will test whether long-term, high-quality skill training can enable female heads of households on AFDC to move from the secondary to the primary labor market and become self-supporting. The project is an initial effort to explore the feasibility of establishing a training component comprised of selected training institutions that offer tightly structured instructional formats, remedial education for trainees without high school equivalencies, and a proven record of placing graduates in expanding occupations with starting wages of more than $9,000 per year. The project is operating in Chicago, and Columbus, Ohio under contract with the Bell and Howell Education Group.

The researchers will use a random experimental control group to compare the outcomes for women taking the training and those receiving shorter term WIN services. The project is exploring the following questions: (1) Is there a pool of female WIN registrants who can meet eligibility criteria and are likely to succeed in high-quality skill training? (2) What is the expected dropout rate of such a program and how can it be minimized? (3) What are the job market outcomes for program completers? Analysis will be based upon interviews collected before, during, and after the training.

2-055 ASSESSMENT OF WIN AND WELFARE TAX CREDITS

IMPACT, INC.
MINNEAPOLIS, MINN.

Contract 51-27-75-03
Project completed fiscal year 1977
David L. Thompson, Jan Parkinson, and Dorothy Bonnallie
March 1977

Report Descriptors: TAXES; WORK INCENTIVE (WIN) PROGRAM; WELFARE LEGISLATION; EMPLOYMENT PATTERNS; EMPLOYMENT POLICY

NTIS PB264952/AS

2-056* AN EXTENDED ANALYSIS OF THE AFDC-U PROGRAM

INSTITUTE OF BUSINESS AND ECONOMIC RESEARCH
BERKELEY, CALIF.

Dr. Michael L. Wiseman

Contract 51-06-77-02
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; SUPPORTIVE SERVICES; POVERTY; AID TO FAMILIES WITH DEPENDENT CHILDREN

This study is examining the relationship between receipt of employment-related services and movement off welfare in the unemployed parent segment of the Aid to Families with Dependent Children (AFDC) case load. The primary data source is the Alameda County welfare sample collected during the welfare explosion years 1967-72. This sample was to provide information on the changing composition of the AFDC caseload over time (cross section data) and information on movements to and from welfare dependence under various administrative procedures and economic conditions (longitudinal data). Initial data from this sample indicate that receipt of a job and other supportive services significantly raises the probability that a father will be employed within 3 months. This study will seek to explain this effect by isolating those employment-related services that seem to produce an increase in employability. Client characteristics will also be disaggregated to determine those types of individuals for whom services do or do not make a difference. The study will also examine the likelihood that the family will return to the AFDC rolls in the future.

2-057 FEASIBILITY STUDY FOR THE INTRODUCTION OF VOUCHERS INTO THE WORK INCENTIVE PROGRAM

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Dr. Ann Richardson

Grants 51-11-73-02 and 51-41-74-01
Project completed fiscal year 1978

Descriptors: VOUCHERS FOR TRAINING; VOCATIONAL EDUCATION; WORK INCENTIVE (WIN) PROGRAM; TRAINING ALLOWANCES; WELFARE RECIPIENTS

The objectives of this grant were to: (1) Determine the administrative feasibility of the use of vouchers for the purchase of employment and training services by WIN participants; (2) estimate the administrative costs and benefits of using vouchers for training in comparison with current WIN practices; and (3) provide a guidebook on vouchering for local WIN office use.

The vouchering service delivery system tested here permits the client to make his/her own occupational choices, select the most suitable type of training and negotiate for that training without WIN acting as an intermediary. The voucher is an entitlement to purchase job-related education and training wherever and however the client chooses. The feasibility of utilizing vouchers for both on-the-job (OJT) and institutional training was tested in Baltimore, Md., where 283 vouchers were issued for either OJT or institutional training, and in Portland, Oreg., where 167 institutional and 347 OJT vouchers were issued.

The researcher evaluated the results to: (1) Compare vouchered and regular clients with respect to demographic characteristics, training occupations, length and cost of training, dropout rates, and for OJT clients, employer characteristics and training wages; (2) identify procedural and administrative problems inherent in the implementation and operation of such a system; (3) estimate the potential costs and benefits of using vouchers over current WIN practices; and (4) determine and refine project specifications, including eligibility criteria, types of training and vendors, limitations on duration and value of vouchers, and the nature of counseling procedures used.

A handbook has been issued that contains operating procedures for administration of a voucher program for skill training for WIN clients and includes information on counseling and labor market information requirements of the system.

THE FEASIBILITY OF VOUCHERED TRAINING IN WIN: REPORT OF THE FIRST PHASE OF A STUDY
Dr. Ann Richardson and Dr. Laure M. Sharp
December 1974

NTIS PB238495/AS
ETA

SCHOOL'S RESPONSES TO VOUCHERED VOCATIONAL TRAINING: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM
Bruce B. Dunning and James L. Unger
July 1975

NTIS PB246499/AS

VOUCHERED SKILL TRAINING IN WIN: PROGRAM GUIDELINES AND SELECTED EMPIRICAL FINDINGS.
Dr. Ann Richardson
February 1977

Report Descriptors: VOUCHERS FOR TRAINING; WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS; OREGON, PORTLAND; MARYLAND, BALTIMORE; HANDBOOKS

NTIS PB264976/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

OCCUPATIONAL CHOICES AND VOCATIONAL SCHOOL SELECTIONS: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM
Bruce B. Dunning
December 1976

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; JOB PLACEMENT; VOUCHERS FOR TRAINING; OREGON

NTIS PB261924/AS

THE FEASIBILITY OF FEASIBILITY TESTING: OBSERVATIONS FROM THE PORTLAND WIN VOUCHER TEST
Carol Greenhouse
May 1977

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; PARTICIPANT-OBSERVER METHODOLOGY; VOUCHERS FOR TRAINING; OREGON

NTIS PB270419/AS

TRAINING EXPERIENCES AND EARLY EMPLOYMENT PATTERNS: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM
Lottie Mosher
August 1977

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; VOUCHERS FOR TRAINING; JOB PLACEMENT; OREGON

NTIS PB285113/AS
GPO

EMPLOYER'S RESPONSES TO VOUCHERED ON-THE-JOB TRAINING IN THE PORTLAND WIN PROGRAM
Dr. John C. Weidman
May 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; EMPLOYER ATTITUDES; JOB PLACEMENT; VOUCHERS FOR TRAINING; OREGON

NTIS PB285061/AS

POSTTRAINING OUTCOMES: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM
Bruce B. Dunning
October 1977

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; VOUCHERS FOR TRAINING; JOB PLACEMENT; OREGON

2-058* THE IMPACT OF FEDERAL SECURITY PROGRAMS ON WORK INCENTIVES AND FAMILY STABILITY: A COMPARATIVE LOOK AT RECIPIENTS OF WELFARE, WIN SERVICES, AND UNEMPLOYMENT COMPENSATION

WORCESTER POLYTECHNIC INSTITUTE
WORCESTER, MASS.

Dr. Leonard Goodwin

Grant 51-25-77-05
Project still in progress

Descriptors: WELFARE RECIPIENTS; WORK INCENTIVE (WIN) PROGRAM; WORK ATTITUDES; UNEMPLOYMENT INSURANCE; FAMILIES; LOW INCOME

This 2 1/2-year study is designed to determine whether expansion of benefits to welfare recipients has a negative effect on work orientations, work effort, and family stability. The researcher is also considering such issues as: (1) What role can WIN play in overcoming any negative effects? (2) Does the unemployment compensation program enable persons with low work ethics to leave the labor force? (3) What are the work orientations of low- to middle-income persons who receive no welfare or unemployment insurance benefits? (4) How have work orientations changed during the 7 years since a similar study was conducted? Project staff are interviewing four groups of persons in each of three cities initially and a year later. Two groups consist of male and female household heads, one of which receives welfare and WIN services and the other welfare only, even though its members are eligible for WIN services. Recipients of unemployment insurance make up a third group. A final group consists of low- to middle-income persons not receiving income security benefits. The mean values for the various work and family orientations will be compared with those for groups receiving benefits. Such comparisons will indicate whether those who initially accept benefits have lower work ethics, less confidence in themselves, greater acceptance of Federal benefits, or less family commitment than those in the regular work force.

The study is expected to fill gaps in understanding the orientations and experiences that lead persons to accept income security benefits as well as the impact of those benefits on orientations and subsequent work experiences. Findings should have policy implications for issues ranging from eligibility standards for benefit programs to questions of job creation versus benefits for the unemployed.

2-059* IMPLICATIONS OF EMPLOYMENT TURNOVER FOR WELFARE REFORM PROGRAMS

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. Charles C. Holt

Contract 51-11-77-04
Project still in progress

Descriptors: PUBLIC SERVICE EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; WELFARE REFORM; INCOME MAINTENANCE; WELFARE PROGRAMS

The objectives of this research are to examine how the number of workers employed in the jobs component of a welfare reform package would be influenced by voluntary job turnover or, if necessary, by turnover induced through program rules governing employment duration.

Estimates will be developed concerning the possibility of growth in the employment component of the welfare reform program as the result of more workers flowing into public service jobs each year than terminate voluntarily. It is possible that a significant number of marginal workers who normally work intermittently throughout the year for varying wages may opt to remain in the guaranteed job at a slightly lower wage because of the security of the position and the uncertainty of job search. To estimate these effects on the cost and administrative structure of a guaranteed jobs program, the contractor is analyzing the existing TRIM model estimates along with either the Current Population Survey matched tapes for 1975-76 or the longitudinal data of the University of Michigan Income Dynamics Study to formulate a behavioral turnover model of welfare public service jobs.

2-060 INCENTIVES AND DISINCENTIVES IN THE WIN PROGRAM

INTERSTUDY, WELFARE POLICY DIVISION
MINNEAPOLIS, MINN.

Grant 51-27-73-09
Project completed fiscal year 1976

INCENTIVES AND DISINCENTIVES IN THE WORK INCENTIVE PROGRAM
Earl Hokenson, Carol J. Reuther, and Susan R. Henke
May 1976

Report Descriptors: INCENTIVES; WORK INCENTIVE (WIN) PROGRAM; LABOR FORCE BEHAVIOR; WORK INCENTIVES; MINNESOTA, RAMSEY COUNTY

NTIS PB250597/AS

2-061 THE INCOME DYNAMICS OF THE POOR

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Grant 42-06-74-04
Project completed fiscal year 1977
Dr. Frank S. Levy, Dr. Clair B. Vickery, and Dr. Michael L. Wiseman
April 1977

Report Descriptors: POVERTY; WELFARE DEPENDENCY; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN; LOW INCOME; CULTURE OF POVERTY

NTIS PB268972/AS
ETA

APPENDIX A: THE ALAMEDA COUNTY WELFARE SAMPLE—GRAPHS, TABLES, AND STORIES
Dr. Michael L. Wiseman
April 1977

Report Descriptors: WELFARE; POVERTY; AID TO FAMILIES WITH DEPENDENT CHILDREN; DATA SOURCES AND USE; METHODOLOGY

NTIS PB268973/AS
ETA

APPENDIX B: COUNTY WELFARE SAMPLE CODEBOOK
Dr. Michael L. Wiseman
April 1977

Report Descriptors: WELFARE RECIPIENTS; POVERTY; AID TO FAMILIES WITH DEPENDENT CHILDREN; METHODOLOGY

NTIS PB268974/AS
ETA

2-062* AN INSTITUTIONAL ANALYSIS OF THE WORK INCENTIVE PROGRAM

URBAN INSTITUTE,
WASHINGTON, D.C.

Dr. Mark L. Chadwin

Contract 51-11-77-01
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; ORGANIZATIONAL ENVIRONMENT; ORGANIZATIONAL STRUCTURE; INTERSYSTEM LINKAGES

The objectives of this study are to describe present institutional arrangements for delivering WIN services, their effectiveness given existing economic, political, social, and environmental constraints, and the potential of various strategies for aiding State organizations in the delivery of WIN services. To do so, the researcher is identifying the internal and external organizational characteristics associated with high and low levels of local office performance, constructing model delivery systems from existing WIN structures, and suggesting a series of models for various environments. A number of factors were used to select the States and sites for the study to insure that the various organizational characteristics of the WIN system are adequately represented. They include, but are not limited to, colocation of ES, WIN, and welfare units, integrated ES/WIN units, completely separate ES/WIN operations, and WIN/welfare integration. Statistical controls are being used to separate institutional and noninstitutional factors that account for variations in the performance of local sites. Performance will be judged on the basis of a composite measure derived from the WIN allocation formula. The study will include an analysis of Federal management and organizational structure of the WIN program.

2-063* THE INTERGENERATIONAL TRANSFER OF POVERTY

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. Frank S. Levy

Contract 51-11-78-01
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: WORK INCENTIVE (WIN) PROGRAM; SOCIAL MOBILITY; AID TO FAMILIES WITH DEPENDENT CHILDREN

This project will use the Michigan Survey Research Center's Panel Study of Income Dynamics for the years 1967 to 1975, to investigate the extent to which poverty and welfare status are transmitted from one generation to the next. The following basic issues will be addressed: (1) What is the relationship between growing up in a female-headed household on welfare and the likelihood that welfare dependency will be transmitted from one generation to the next? (2) What is the relationship between the wages of fathers and sons, and mothers and daughters, and to what extent are low-wage rates transmitted from one generation to the next? (3) What is the relationship of unemployment between fathers and sons and what are the influences of family characteristics on the sons' emergence into the adult labor markets? (4) Are young women similarly tracked into experiences of systematic adult unemployment as they go from the teenage labor market into the adult labor market? (5) To what extent do children of poor families form non-poor households?

2-064* THE JOB-FINDING CLUB AS A METHOD FOR OBTAINING EMPLOYMENT FOR WELFARE-ELIGIBLE CLIENTS: DEMONSTRATION, EVALUATION, AND COUNSELOR TRAINING

ANNA MENTAL HEALTH AND DEVELOPMENTAL CENTER
ANNA, ILL.

N. H. Azrin

Contract 51-17-76-04
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; JOB SEARCH; AID TO FAMILIES WITH DEPENDENT CHILDREN; PROGRAMED INSTRUCTION

The principal objective of this research and demonstration effort is to test, in a controlled setting, the effectiveness and feasibility of the Job-Finding Club technique for use in the Intensive Manpower Services (IMS) component of the WIN Program. This technique, developed by the Anna Mental Health and Developmental Center, involves daily instruction of a client group until they find jobs. The approach is based upon research indicating that personal contacts are the single most important source of productive job leads and that job search involves learning a complex sequence of skills. In addition to receiving instructions from a counselor, clients assist each other in a structured "buddy" relationship and receive information on job leads from present and past group members as well as from more traditional outside sources. Clients attend daily sessions on actual jobseeking efforts, such as writing letters, reviewing help wanted advertisements, telephoning for interviews, and writing resumes.

One field counselor, assigned to each of the five WIN sites, is responsible for the random sampling of clients from a pool of WIN certified job-ready participants, for the training of a WIN agency counselor, and for the initial co-counseling of clients. Those not selected constitute the control group, which continues to receive regular WIN support services. The two groups will be compared as to the percentage obtaining employment within 2 months, job tenure, type of job, type of industry, the average salary, and job retention rates after 6 months. In addition, information will be gathered on costs per client and on the success rates of different categories of clients.

2-065 MEN IN WIN

IMPACT, INC.
MINNEAPOLIS, MINN.

David L. Thompson

Contract 51-17-76-05
Project completed fiscal year 1978

Descriptors: WORK INCENTIVE (WIN) PROGRAM; DURATION OF UNEMPLOYMENT; FAMILIES; ASSESSMENT OF APPLICANTS AND TRAINEES; WELFARE PATTERNS

The purpose of this study was to examine the participation of men in the Work Incentive Program. About half the States provide AFDC benefits to families in which the father is present but has been unemployed for at least 30 days. These fathers, along with men who are single heads of households, comprise about 25 percent of all WIN registrants.

The study focused on four major areas: (1) The legal and program context of the WIN and AFDC/AFDC-Unemployed Fathers programs and the extent to which different State administrative regulations affect the economic situation and participation rates of men; (2) the economic and attitudinal work incentives and disincentives that Federal laws and WIN regulations may create for men; (3) an analysis of the characteristics of male and female WIN registrants and the extent to which differing characteristics influence WIN participation and the need for WIN services; and (4) an examination of the outcomes for both male and female WIN registrants to determine the characteristics that are the best predictors of successful participation in WIN.

The study recommends extension of the Unemployed Fathers program to the remaining States, separation of medicaid eligibility from AFDC status, coordination of WIN and Food Stamp program sanctions, elimination of the 100-hour work rule, and revision of the WIN reporting and allocation formula to encourage more systematic services to the most difficult to employ.

The researchers also obtained information on employment services for food stamp work registrants. The basic sources were interviews with employment service officers in with a national sample of ES offices and with a sample of 112 food stamp work registrants. The researchers recommend elimination of mandatory food stamp registration of strikers, workers on short-term layoff, and people awaiting a new job. They also propose that registrants be required to visit ES offices.

EMPLOYMENT SERVICES AND THE SERVICE NEEDS OF FOOD STAMP WORK REGISTRANTS
Robert Grams, William Pollock, and Dora Hunt
August 1978

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page v for further information about ordering reports.

Report Descriptors: FOOD STAMP RECIPIENTS; WELFARE PROGRAMS; PUBLIC EMPLOYMENT SERVICE

NTIS PB286182/AS

MEN IN WIN: AN EXAMINATION OF FACTORS RELEVANT TO PARTICIPATION IN THE WIN PROGRAM
Dr. Robert Grams, William Pollock, and Rachel Rohde
September 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE LEGISLATION; AID TO FAMILIES WITH DEPENDENT CHILDREN; MALE/FEMALE

NTIS PB284986/AS

2-066* MINNESOTA WORK EQUITY PROGRAM

EMPLOYMENT AND TRAINING ADMINISTRATION, REGION V
CHICAGO, ILL.

Richard E. Palmore

Contracts 20-17-77-42 and 51-17-77-06
Project still in progress

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; WORK EQUITY PROGRAM (WEP); MINNESOTA

The Minnesota Work Equity Program (WEP) is testing the operational feasibility and the social and economic effectiveness of a new service system that is providing guaranteed work or training as an alternative to income transfer programs. More specifically, it is testing the feasibility of large-scale public job creation, a uniform work requirement for several income transfer programs, and comparative costs of WEP and income transfer programs. All of these are directly relevant to welfare reform proposals.

Participants in WEP are employable persons drawn from the AFDC (including unemployed fathers) and general assistance populations, with first priority being given to families with children. Participants are receiving the full array of employment and training services, from initial testing, counseling, and employability plan development through training and public job creation, to job development and placement in nonsubsidized jobs. It is estimated that 50 percent of the participants will be placed in public job slots that are being newly created at or near the minimum wage, about 25 percent in on-the-job training slots, 15 percent in classroom training, and 10 percent in nonsubsidized jobs. Special intensive job search efforts are being required of participants at the beginning of their project participation, and periodically during their stay in the project, with the aim of securing nonsubsidized employment as expeditiously as possible.

The project is under the general direction of the Minnesota Employment Services, with the close cooperation of the Department of Public Welfare and the St. Paul Division of Manpower Programs. It is being operated in St. Paul and a number of counties in southern and central Minnesota. It is estimated that up to 4,000 persons will be served during the first year of operation.

Research on the program's processes and impacts is being performed under separate contract with an independent research firm (see Contract No. 20-25-77-15).

2-067 PATERNAL AUTHORITY AND THE OUTCOME OF WORK TRAINING AND INCOME MAINTENANCE PROGRAMS

CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Dr. Samuel Z. Klausner

Grants 12-42-74-11 and 51-42-73-05 (formerly contract 51-42-72-02)
Project completed fiscal year 1978

Descriptors: WORK INCENTIVE (WIN) PROGRAM; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; FATHERS; MOTHERS; FAMILIES

This project studied the relationship between family structure and economic dependency. It was predicated on the hypothesis that, where external economic factors and internal family factors predispose a family toward a matriarchal authority structure, the probability of abandonment by the father increases and the chance of escaping economic dependency decreases.

The study built upon a 2-year, two-wave panel of 480 welfare and 100 working poor households in Camden, N.J. The economic and authoritative structures of those matrifocal families that received work training were compared with the structure of those that did not. The impact of the program on the reestablishment of nuclear families in these groups was assessed. This sample was supplemented by interviews with 100 fathers before and after WIN training. In addition, 600 low-income mothers were interviewed following the birth of their first child. Both husband and wife were interviewed 1 year and 2 years later, thereby catching families in the process of formation. Socioeconomic data were collected, and a wide range of findings related to family structure was presented.

SIX YEARS IN THE LIVES OF THE IMPOVERISHED: AN EXAMINATION OF THE WIN THESIS
May 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; FATHERS; MOTHERS; MARITAL STABILITY; FAMILIES; NEW JERSEY

NTIS PB283895/AS
ETA
May 1978

Report Descriptors: FAMILIES; DISADVANTAGED; WORK INCENTIVE (WIN) PROGRAM; NEW JERSEY

2-068 PHYSICAL REHABILITATION AND EMPLOYMENT OF AFDC RECIPIENTS

CORNELL UNIVERSITY
ITHACA, N.Y.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. Daphne A. Roe, Associate Professor of Nutrition

Grant 51-36-75-01
Project completed fiscal year 1978

Descriptors: HEALTH; NUTRITION; EMPLOYMENT; REHABILITATION; JOB PLACEMENT; WORK INCENTIVE (WIN) PROGRAM; NEW YORK, ITHACA

The project demonstrated that persons who have marketable skills but who are currently unemployed because of health-related work disabilities can be returned to the labor market at minimal cost. Selected AFDC recipients who would be eligible for participation in WIN, except for the presence of specific chronic disabilities, were asked to participate in the project. Their health barriers to employment were removed at minimal administrative cost, which resulted in increased employability and job tenure, and potential welfare savings.

The initial group referred to the project consisted of persons with immediately marketable skills and chronic disabilities, e.g., chronic dermatoses, nutritional anemia, back problems, late effects of injury, visual and hearing defects, obesity, and gross dental problems revealed as cosmetic defects. A health education program was established and diet and exercise programs implemented for those with problems of obesity. Referral of subjects to area physicians and clinics for treatment was the responsibility of the principal investigator, who acted as advocate for the participants in obtaining full benefits of Medicaid to which the individual is entitled. A job development and placement program assisted participants in the transition to full-time employment. A model WIN health program was developed and included in the final report.
May 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; HEALTH; EMPLOYMENT OPPORTUNITIES; REHABILITATION; HANDICAPPED; NEW YORK

NTIS PB283256/AS
ETA

PHYSICAL REHABILITATION AND EMPLOYMENT OF WIN RECIPIENTS, FEASIBILITY STUDY
1975

Report Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; HEALTH; SUPPORTIVE SERVICES; JOB DEVELOPMENT; REHABILITATION; NEW YORK

NTIS PB246940/AS

2-069* RESEARCH ON THE MINNESOTA WORK EQUITY PROGRAM

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Clark C. Abt

Contract 20-25-77-15
Project still in progress

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; INCOME MAINTENANCE; WORK EQUITY PROGRAM (WEP); MINNESOTA

The Minnesota Work Equity Program (WEP) is testing the operational feasibility and effectiveness of a new service delivery system providing guaranteed work or training as an alternative to income transfer programs. Other programmatic approaches relevant to welfare reform are also being tested (see Memorandum of Agreement Nos. B20-17-77-42 and B51-17-77-06).

The objective of this research project is to document the feasibility and effectiveness of WEP, through the development and implementation of a comprehensive research design, as a basis on which to make decisions regarding new legislation or national replication. The research design includes both process and impact evaluation, as well as cost-benefit analysis, and information is being gathered for appropriate comparison sites as well as for the operational sites.

The research is addressing eight major policy questions:

(1) Is it feasible to create public jobs at or near the minimum wage on a scale sufficient to assure a suitable job to all families with children, and possibly for other transfer recipients, too?

(2) Can work/training requirements be administered uniformly across mandatory referrals from several transfer programs?

(3) Is the consolidated administrative structure for the Minnesota program an appropriate model for national welfare reform?

(4) What is the impact of the WEP on participants while they are in the program?

(5) What are the local labor market impacts of the WEP?

(6) What is the postprogram impact on WEP participants?

(7) What are the comparative costs of the WEP versus straight income transfers?

(8) Is the WEP politically feasible?

WORK-CONDITIONED WELFARE REFORM: TEN DEMONSTRATION PROGRAMS TESTING JOB CREATION AND WORK INCENTIVES
Clark C. Abt, David W. Stevens, and Ernst Stromsdorfer
July 1977

NTIS PB283213/AS

INTERIM START-UP REPORT FOR THE MINNESOTA WORK EQUITY PROGRAM
Dr. Charles S. Rodgers, Dr. M. G. Trend, Jane Huston, and James Goldberg
June 1978

NTIS PB283166/AS

2-070* STUDIES IN WELFARE ADMINISTRATION AND THE DEMOGRAPHICS OF LOW INCOME HOUSEHOLDS

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Dr. Michael L. Wiseman

Contract 51-06-77-07
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE DEPENDENCY; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE REFORM; INCOME MAINTENANCE; WELFARE PATTERNS

The objectives of this research effort are twofold: One is to update the Alameda County, Calif., Welfare Sample through 1978 to permit analysis of the demographic characteristics of recipient families, movement on and off of the county caseload, impact of services on that movement, and effect of changes in welfare administration on welfare caseloads. The other is to design three pilot projects on the intergenerational transfer of poverty, the effect of management policy on welfare denial rates, and the nature of events that lead to closing welfare cases. The Alameda County Welfare Sample consists of data collected during the welfare explosion of 1967 to 1972 in order to provide information on the changing composition of the AFDC caseload over time (cross section data) and information on movements to and from dependence under various administrative procedures and economic conditions (longitudinal data). This research and data collection effort will build upon the present data source to provide more detailed information on the welfare dynamics of one urban county's welfare population now that the caseload has stabilized and will add a new capability to obtain current data on service receipt by type and duration. The study will also monitor the problems to be expected in implementing any reformed welfare system.

2-071* A STUDY OF AN EXPERIMENT IN THE MASSACHUSETTS AFDC-UF PROGRAM TO REQUIRE WORK EXPERIENCE AND TO ELIMINATE THE 100 HOUR MAXIMUM ON HOURS WORKED

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Dr. Leonard J. Hausman

Grant 51-25-78-02
Project still in progress

Descriptors: UNEMPLOYED; WORK-EXPERIENCE PROGRAMS; WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN

This study will evaluate an experiment being conducted by the Massachusetts Work Incentive (WIN) Program, in which long-term unemployed fathers currently in the WIN unassigned pool are reappraised and, if found suitable, may be assigned to 13 weeks of work experience. The work experience is to be combined with job counseling and job search for 2 days a week. In addition, the project will waive the rule denying welfare to families of fathers who work more than 100 hours a month, which is often cited as an employment disincentive.

After the reappraisal, those found suitable for work experience will be randomly assigned to one of three treatments: (1) Work experience and job counseling plus waiver of the 100-hour work limitation; (2) waiver of the 100-hour limitation only; and (3) regular WIN services, with no new treatment or waiver. The men receiving the third assignment will serve as a control group. Data will be collected from WIN and welfare case records, a questionnaire on employment barriers filled out at the reappraisal, and interviews with work sponsors, job counselors, and clients.

The study will be based largely on comparisons among the three treatment groups. It will try to answer the following questions: (1) What are the barriers to employment of this group of long-term unemployed fathers? (2) Does work experience facilitate the transition to regular employment? (3) What effect does relaxing the 100-hour rule have on the likelihood that a long-term unemployed man will obtain a job?

2-072 A TEST OF THE IMPACT OF FLEXIBLE WORK SCHEDULES FOR WELFARE PARTICIPANTS

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Grant 51-06-73-07
Project completed fiscal year 1976

INTERMITTENT AND FLEXIBLE WORK SCHEDULES
Dr. David S. Franklin
October 1975

Report Descriptors: WELFARE RECIPIENTS; MOTHERS; WORK SCHEDULES; JOB PLACEMENT

NTIS PB248843/AS

2-073* TOTAL FAMILY SUPPORT DEMONSTRATION PROJECT

SYSTEMS IN EDUCATION AND TRAINING, INC.
PHILADELPHIA, PA.

Judith Kaufman

Contract 51-12-76-06
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; HOUSEHOLDS; FAMILIES; SUPPORTIVE SERVICES

During the initial phase of this project, the contractor tested the operational feasibility and effectiveness of providing supportive services to the entire families of welfare recipients registered for the Work Incentive (WIN) Program. The objective was to improve the job prospects or earnings of the breadwinners and potential breadwinners in these families.

The experience in the feasibility phase showed some promise of increased postprogram employment and income for family members. Hence the contractor plans to conduct a larger demonstration, which is expected to yield more definitive findings.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

During the demonstration, the contractor will setup experimental and control groups for research purposes. The experimental group will be assigned to a special WIN counseling team, consisting of two WIN counselors. One will be an employment/vocational counselor, responsible for all aspects of job development, training, placement, job coaching, and followup. The other team member will be the family counselor, responsible for advising the family on day care, school-related problems, nutrition, interpersonal relationships, and community resources. The control group will be assigned to a regular WIN counseling team and will receive only the current WIN services.

The contractor will evaluate both the operations and the results of the demonstration.

TOTAL FAMILY SUPPORT FEASIBILITY STUDY
Lee M. Coleman
July 1977

2-074* THE WIN RESEARCH LABORATORY PROJECT

MANPOWER DEMONSTRATION RESEARCH CORPORATION
NEW YORK, N.Y.

William J. Grinker

Contract 51-36-77-03
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; INCOME MAINTENANCE; WELFARE RECIPIENTS; PROGRAM SERVICES AND TECHNIQUES; WELFARE REFORM

The objectives of this project are to: (1) Develop a unified Work Incentive Program Laboratory composed of local WIN offices that provide the settings for operational testing of innovative program models and revised administrative procedures sensitive to the current work/welfare/WIN policy issues and (2) implement a series of agreed upon experimental and demonstration projects that concentrate on placing welfare women in private sector jobs.

The Denver, Colo., Laboratory is stressing services for WIN volunteers, especially those presently exempt from WIN because they have children under 6 years old. The Louisville, Ky., program will provide, supportive services and job search assistance to applicants applying for welfare. The objective is to offer immediate employment as an alternative to welfare at the critical time when a client has been forced to apply for welfare because of a sudden change in family composition or income. The Madison, Wis., program will test the effectiveness of a modified on-the-job training (OJT)format in which WIN will pay wages for the first third of the contract to induce employers to hire welfare women for OJT positions paying $4 an hour or more. The St. Louis, Mo., Laboratory will cooperate with a Small Business Administration in a new job development program to identify employers who might hire WIN registrants to take advantage of the WIN tax credit and OJT provisions.

The laboratory projects are envisioned as long-term efforts that will build upon the knowledge gained from existing projects.

2-075 WORK AND WELFARE PATTERNS OF LOW-INCOME FAMILIES WITH AN APPLICATION TO THE PROBLEM OF CATEGORIZATION

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Grant 51-25-73-03
Project completed fiscal year 1976

THE IMPACT OF WORK TESTS ON THE EMPLOYMENT BEHAVIOR OF WELFARE RECIPIENTS
Dr. Leonard J. Hausman, Dr. Barry L. Friedman, and Dr. Robert Evans, Jr.
May 1976

Report Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; WORK INCENTIVE (WIN) PROGRAM; EMPLOYMENT POLICY; WORK INCENTIVES; EMPLOYMENT PATTERNS; WELFARE RECIPIENTS; JOB PLACEMENT; MASSACHUSETTS

NTIS PB256763/AS

WORK AND WELFARE PATTERNS IN LOW-INCOME FAMILIES
Dr. Barry L. Friedman and Dr. Leonard J. Hausman
June 1975

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; LOW-WAGE JOBS; LOW INCOME; WELFARE PATTERNS; LIFESTYLES; NEW JERSEY; PENNSYLVANIA

NTIS PB247664/AS

2-076 YOUTH IN THE WIN PROGRAM: PROBLEMS OF RETENTION AND PLACEMENT OF WIN ENROLLEES UNDER THE AGE OF 22

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 51-11-72-04
Project completed fiscal year 1976

YOUTH IN THE WIN PROGRAM: REPORT ON A SURVEY OF CLIENT BACKGROUNDS, PROGRAM EXPERIENCE, AND SUBSEQUENT LABOR FORCE PARTICIPATION
Ann Richardson and Bruce B. Dunning
March 1975

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; YOUNG WOMEN; JOB PLACEMENT; JOB RETENTION; PREDICTION OF SUCCESS IN PROGRAMS

NTIS PB247365/AS
Available from Bureau of Social Science Research, 1990 M Street, N.W., Washington, D.C. 20036.

2-076A A SURVEY OF EMPLOYERS' INTENTIONS TO USE THE WIN TAX CREDIT PROGRAM

EMPLOYER INTENTIONS TO USE THE WIN TAX CREDIT PROGRAM: A SURVEY OF EMPLOYERS WHO HAD PREVIOUSLY HIRED WIN ENROLLEES
J. David Roessner
August 1972

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; TAXES; GOVERNMENT PROGRAM IMPACT; WORK INCENTIVES; EMPLOYER ATTITUDES

NTIS PB220210/AS
Also available from Bureau of Social Science Research, 1990 M Street, N.W., Washington, D.C. 20036.

2G. WORKER ASSESSMENT & ORIENTATION

2-077* ASSESSMENT TECHNIQUES FOR DISADVANTAGED IN MANPOWER AGENCIES: A STATE-OF-THE-ART REVIEW

EDWARD GLASER AND ASSOCIATES
LOS ANGELES, CALIF.

Dr. Thomas Backer

Contract 20-06-78-44
Project still in progress

Descriptors: DISADVANTAGED; STATE-OF-THE-ART PAPERS; ASSESSMENT AND EVALUATION; CALIFORNIA

This project is developing a state-of-the-art monograph on methods of assessing disadvantaged clients in employment and training programs. The monograph will include information on recent developments in the general field of psychometics, and specifically in assessment and will reflect changes in the employment and training delivery system. It will contain a catalog of potentially useful assessment tools and a discussion of relevant issues and suggested strategies.

2-078* DEMONSTRATION OF THE USE OF A BIOGRAPHICAL INFORMATION SYSTEM IN IMPROVING WIN PROGRAM OUTCOMES

RICHARDSON, BELLOWS, HENRY & CO., INC.
WASHINGTON, D.C.

Frank W. Erwin and Dr. James W. Herring

Contract 51-11-75-04
Project still in progress

Descriptors: ASSESSMENT OF APPLICANTS AND TRAINEES; PREDICTION OF SUCCESS IN PROGRAMS; EFFECTIVENESS OF PROGRAMS; JOB PLACEMENT; JOB RETENTION; WORK INCENTIVE (WIN) PROGRAM

The objective of this project is to test the operational use in the Work Incentive Program of the Biographical Information Blank (BIB), developed by the contractor in earlier research, and to determine the extent to which such usage affects program outcomes. The BIB is being used as an aid in selecting participants for employability development and placement services.

The project operates at 10 sites, where the contractor provides technical assistance in the administration and scoring of the BIB. In addition, the contractor will collect, process, and analyze the data on BIB scores and program outcomes for purposes of: (1) Further validating the predictive ability of the BIB found in earlier research and (2) determining the effectiveness of the programmatic use of BIB in improving program outcomes. The latter will include both correlational analysis and a comparative analysis of program outcomes before and after the operational use of the BIB.

2-079 EVALUATION AND ANALYSIS OF JOB-CLIENT (CLEFF) MATCHING PROJECT

ULTRASYSTEMS, INC.
NEWPORT BEACH, CALIF.

Contract B2C-5415
Project completed fiscal year 1976

EVALUATION AND ANALYSIS OF THE CLEFF JOB-MATCHING SYSTEM

VOLUME 1 INTRODUCTION AND SUMMARY
Stanley Nathanson
August 1975

Report Descriptors: WORKER/JOB MATCHING; ASSESSMENT OF APPLICANTS AND TRAINEES; COUNSELING AND GUIDANCE; JOB PLACEMENT; COMPUTER SYSTEMS

NTIS PB248152/AS

VOLUME 2 TECHNICAL DISSERTATION AND APPENDICES
August 1975

NTIS PB266108/AS
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2-080 "JOB TRIALS" EXPERIMENTAL AND DEMONSTRATION PROJECT

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.
PHILADELPHIA, PA.

Contract 82-42-72-08
Project completed fiscal year 1977

TECHNICAL REPORT — PUBLIC ASSISTANCE WORKER JOB TRIAL
Dr. Alfred Fiks
July 1976

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: ASSESSMENT AND EVALUATION; TESTING; WORK SAMPLING; PENNSYLVANIA

NTIS PB262694/AS

BANK TELLER JOB TRIAL-FINAL TECHNICAL REPORT
December 1976

Report Descriptors: ASSESSMENT AND EVALUATION; TESTING; WORK SAMPLING; PENNSYLVANIA

TECHNICAL REPORT — PAINT PROCESSOR JOB TRIAL
November 1975

Report Descriptors: ASSESSMENT AND EVALUATION; TESTING; WORK SAMPLING; PENNSYLVANIA

TECHNICAL REPORT — SECRETARY JOB TRIAL
October 1975

Report Descriptors: ASSESSMENT AND EVALUATION; TESTING; WORK SAMPLING; PENNSYLVANIA

2-081 REPLACING JOBS WITH TASK MODULES AS THE WORK UNIT FOR TEST VALIDATION

AMERICAN INSTITUTES FOR RESEARCH
PITTSBURGH, PA.

Contract 20-42-74-14
Project completed fiscal year 1976
Dr. Brent Baxter
September 1975

Report Descriptors: TESTING; ASSESSMENT AND EVALUATION; JOB ANALYSIS; ETHNIC GROUPS; PREDICTION OF SUCCESS IN PROGRAMS

NTIS PB247558/AS

2-082* A STUDY TO REFINE, EXPAND, AND VALIDATE THE WORK SAMPLE SYSTEM BEING USED BY SELECTED LOCAL EMPLOYMENT SERVICE OFFICES

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.
PHILADELPHIA, PA.

Harold Kulman

Contract 20-42-75-09
Project still in progress

Descriptors: WORK SAMPLING; ASSESSMENT AND EVALUATION; TESTING

The objective of this project is to develop an efficient, low-cost, quickly administered work sample test system that will include a wide variety of occupational areas suitable for the disadvantaged.

To accomplish this objective, the contractor first developed a new work sample system by selecting worker trait group arrangements and occupational areas for the disadvantaged. He then identified performance and behavioral factors associated with the occupational areas to be covered in the system and third developed work samples for the performance and behavioral factors identified. The contractor field tested this battery in four selected sites differing in population mix and geographic characteristics.

Currently, the contractor is making final modifications to the battery based on the information gathered during the field testing. During this final phase, the contractor will validate the battery and refine operational procedures for administering the new system.

2H. OTHER SUPPORTIVE SERVICE FOR WORKERS/TRAINEES

2-083 AN ANALYSIS OF SOUTH CAROLINA'S "START-UP IN THE BLACK IN SOUTH CAROLINA" PROGRAM AND ITS REPLICABILITY TO OTHER STATES

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 21-48-74-01
Project completed fiscal year 1977

AN ANALYSIS OF SELECTED START-UP INDUSTRY TRAINING PROGRAMS AS VEHICLES FOR HUMAN RESOURCES DEVELOPMENT
Roy R. Van Cleve
December 1976

Report Descriptors: OCCUPATIONAL TRAINING; RURAL AREAS; INDUSTRY PRACTICES; TRAINING PRACTICES; INDUSTRIAL MOBILITY; SOUTH CAROLINA; NORTH CAROLINA; VIRGINIA; ALABAMA

NTIS PB262735/AS

2-084 BALTIMORE EMPLOYEE HEALTH PROGRAM

LABOR AGENCY FOR COMMUNITY SERVICE, INC.
BALTIMORE, MD.

Contract 21-24-76-05
Project completed fiscal year 1976

2-085 DEVELOPMENT AND DESIGN OF A SOCIAL SERVICE VOUCHER SYSTEM

SOCIAL AND REHABILITATION SERVICES, U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
WASHINGTON, D.C.

Interagency Agreement SR 500-75-18
Project completed fiscal year 1978

Descriptors: SUPPORTIVE SERVICES; WORK INCENTIVE (WIN) PROGRAM; WELFARE PROGRAMS; SERVICE DELIVERY SYSTEMS

This was a joint funding with HEW to perform conceptual and developmental work for studying the dynamics and effects of using a voucher system to finance the purchase of social services by WIN and other welfare clients. The conceptual development has led to a design for conducting an experimental demonstration of the feasibility of using such a system. The contractor has developed: (1) A conceptual model for studying the dynamics and effects of various voucher systems for financing social services; (2) a design and methodology for conducting a demonstration that tests concepts and the feasibility of using a voucher system; and (3) criteria and measures for evaluating the effectiveness and utility of voucher systems. The model, design, and criteria have been included in a final report. Consideration by HEW for funding a test of the design is underway.
Dr. Gershon Cooper, Arnold J. Katz, Morris S. Whitcup
September 1977

Report Descriptors: EXPERIMENTAL MODELS; DISADVANTAGED; WELFARE PROGRAMS; CONNECTICUT
H.E.W. (Social and Rehabilitation Service) Washington, D.C.

2-086* IMPLEMENTATION OF JOB/DATA RETRIEVAL SYSTEM

INSTITUTE FOR MANPOWER PROGRAM ANALYSIS, CONSULTATION AND TRAINING, INC.
MINNEAPOLIS, MINN.

Donald Yale

Contract 20-27-78-08
Project still in progress

Descriptors: JOB BANK; MOBILITY ASSISTANCE

The contractor is testing the feasibility of using a job bank data retrieval system in selected local employment service offices to relocate unemployed workers to jobs in other areas. This project is operating in conjunction with the Job Search and Relocation Assistance Pilot Project. (See contract 20-13-75-38.)

2-087 JOB CREATION FOR LAID-OFF MUNICIPAL WORKERS THROUGH THE USE OF UNEMPLOYMENT INSURANCE BENEFITS

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Grant 21-36-76-07
Project completed fiscal year 1976

2-088* JOB SEARCH AND RELOCATION ASSISTANCE PILOT PROJECT

EMPLOYMENT AND TRAINING ADMINISTRATION, REGION IV
ATLANTA, GA.
AND
WESTAT, INC.
ROCKVILLE, MD.

David Duncan, Assistant Regional Director for Employment and Training and John Herzog, Director, Westat, Inc.

Memorandum of Agreement 20-13-75-38
Project still in progress

Descriptors: MOBILITY ASSISTANCE; JOB SEARCH; JOB BANK; PUBLIC EMPLOYMENT SERVICE; GEOGRAPHIC MOBILITY

The Job Search and Relocation Assistance (JSRA) Pilot Project is being undertaken to: (1) Test the feasibility and effectiveness of using the job bank as the major source of information on hard-to-fill jobs in providing relocation services to unemployed workers through local employment service offices; (2) determine whether a broader nationwide relocation assistance program is desirable; and (3) evaluate procedures and techniques that might be incorporated into a broader program.

During phase I, 30 local ES offices provided relocation assistance to applicants for whom no jobs were available in the local area and who wanted to relocate. The project arranged for three levels of service, each provided by 10 local offices: Level 1, consisting of information only on out-of-area, hard-to-fill jobs listed in the Job Bank Openings Summary (JBOS) and long-distance telephone referral service; level 2, these services plus job search grants; and level 3, relocation grants in addition to the other services. As a result of experience in the first phase of the project, all level 1 services were upgraded to levels 2 or 3 during phase II.

The project selected 10 nonparticipating offices as controls for evaluation purposes. Evaluation, being performed under separate contract by Westat, Inc. includes assessment of operational procedures, integration and coordination of functions, staffing, cost, and overall efficiency. The contractor will recommend improvements, particularly with a view to nationwide implementation. The evaluators will also examine; (1) Economic and social outcomes for project participants; (2) effectiveness in meeting employer needs; and (3) costs and benefits.

Major findings from phases I and II are:

1. Overall, the project has already demonstrated the operational feasibility of its procedures. The system could be implemented nationally, although a couple of operational elements need to be improved.

2. The national job bank information, in its present form, is awkward to use and leads to many dead ends. More useful job sources have been leads provided by the applicants themselves, informal communication among local offices, and the exchange of weekly State Job Bank Summary reports among the eight participating States in Region IV. A special effort to improve the usefulness of the potentially very valuable national job bank data is being undertaken in phase II. Irrelevant and out-of-date

material is being removed from the file and the use of on-line and batch-matching capabilities is being tested in selected JSRA offices.

3. Staff time devoted to the project varied greatly among local offices, and there was a strong positive correlation between staff inputs and volume of activity. Greater staff involvement in some offices accounted for at least part of the overall increase in activity during phase II.

4. During phase I, level 3 offices accounted for most relocations.

5. Enrollment was 1,138 during phase I and 2,230 during phase II.

6. Of these applicants, 161 were relocated at an average all-inclusive cost of $1,459 during phase I and 520 at $1,084 per person during the first 9 months of phase II.

JOB SEARCH AND RELOCATION ASSISTANCE PILOT PROJECT: PHASE I ANALYTICAL REPORT
John Herzog and Cilla J. Reesman
November 1977

Report Descriptors: MOBILITY; LABOR MOBILITY; RELOCATION; JOB SEARCH; PUBLIC EMPLOYMENT SERVICE

NTIS PB273976/AS

2-089 RETAINING PROBLEM DRINKERS ON THE JOB

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 21-24-73-23
Project completed fiscal year 1977

LITERATURE REVIEW

EHP WORKING PAPER *6*

Dr. Carl J. Schramm and Robert DeFillippi

Report Descriptors: JOB RETENTION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; JOB PERFORMANCE; MARYLAND, BALTIMORE; BIBLIOGRAPHIES
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School of Hygiene and Public Health, Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

ESTIMATING COSTS OF ALCOHOLISM

EHP WORKING PAPER *10*

Dr. Carl J. Schramm
January 1975

Report Descriptors: REHABILITATION; ALCOHOLICS; COST EFFECTIVENESS; FEASIBILITY STUDY; JOB PERFORMANCE; MARYLAND, BALTIMORE
School of Hygiene and Public Health, Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

COLLECTIVE BARGAINING AND ALCOHOLISM

EHP WORKING PAPER 9

Dr. Carl J. Schramm
October 1974

Report Descriptors: JOB RETENTION; REHABILITATION; ALCOHOLICS; COLLECTIVE BARGAINING; FRINGE BENEFITS; JOB PERFORMANCE; MARYLAND, BALTIMORE
School of Hygiene and Public Health, The Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

EMPLOYEE HEALTH PROGRAM VIDEO-TAPE DOCUMENTATION
Stan Hankin and Caroll Cuddy
August 1975

Report Descriptors: JOB RETENTION; REHABILITATION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT CONSORTIA; JOB PERFORMANCE; FILMS
ETA WILL LOAN TO REGIONAL DOL OFFICES AND CETA PRIME SPONSORS; OTHERS MAY PURCHASE COPIES AT REPRODUCTION COST.

"ALCOHOLISM AND THE WORKPLACE"

MANPOWER MAGAZINE; VOL. 7, NO. 2; FEBRUARY 1975

Ronald E. Jones
February 1975

Report Descriptors: JOB RETENTION; REHABILITATION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT CONSORTIA; JOB PERFORMANCE
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EMPLOYEE HEALTH PROGRAM RESEARCH WORKING PAPERS

APPENDICES

Dr. Carl J. Schramm, Dr. Wallace Mandell, and Janet Archer
May 1976

Report Descriptors: ALCOHOLICS; COST EFFECTIVENESS; COLLECTIVE BARGAINING; QUESTIONNAIRE; FRINGE BENEFITS

WORKERS WHO DRINK: THEIR TREATMENT IN AN INDUSTRIAL SETTING
Dr. Carl J. Schramm, Dr. Wallace Mandell, and Janet Archer
May 1978

Report Descriptors: JOB RETENTION; REHABILITATION; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; JOB PERFORMANCE; FEASIBILITY STUDY; JOB STABILITY; FRINGE BENEFITS; LABOR-MANAGEMENT CONSORTIA; MARYLAND, BALTIMORE
ETA
Available from D.C. Health and Co.—Lexington Books, 125 Spring St., Lexington, Mass. 02173

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page v for further information about ordering reports.

21. PROGRAMS FOR OTHER UNEMPLOYED

2-090 The Addict and Ex-Addict in the World of Work: Job Finding Experiences and Performance in Employment

MASSACHUSETTS ADVOCACY CENTER
BOSTON, MASS.

Grant 21-25-74-15
Project completed fiscal year 1977
Benjamin S. Hersey, Dr. Robert Rosenthal, and Dr. I. Ira Goldenberg
January 1977

Report Descriptors: DRUG USERS; EMPLOYMENT; REHABILITATION; ATTITUDES; VOCATIONAL GUIDANCE

NTIS PB263181/AS

2-091 Analysis of the Evolution and Impact of the Department of Labor's Bonding Assistance Demonstration Program

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Contract 20-25-75-01
Project completed fiscal year 1976

AN ANALYSIS OF THE FEDERAL BONDING PROGRAM

SUMMARY

Dr. Lawrence Bailis and others
September 1975

Report Descriptors: BONDING ASSISTANCE; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS

NTIS PB246423/AS

VOLUME I: PROGRAM HISTORY

Dr. Lawrence Bailis and others
September 1975

Report Descriptors: BONDING ASSISTANCE; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS

NTIS PB248415/AS

VOLUME II: PROGRAM ANALYSIS

Susan Carnduff and others
September 1975

Report Descriptors: BONDING ASSISTANCE; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS

NTIS PB246424/AS

2-092* Description and Analysis of CETA Prime Sponsors Employment and Training Activities in the Criminal Justice Field

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Lynn Bell, Senior Economist

Contract 20-25-78-60
Project still in progress

Descriptors: PRIME SPONSORS (CETA); CRIMINAL JUSTICE PROCESS; OFFENDERS; CETA PROGRAMS

The contractor will provide a description and comparative analysis of the types of activities of CETA prime sponsors in the criminal justice area and the extent of those activities. In addition, the contractor will identify the more recent programs and CETA-funded services to serve ex-offenders. To accomplish this, the contractor will collect data, using various survey methods, including contacting prime sponsors directly through mail or telephone. In addition, the contractor will conduct intensive onsite studies of 10 prime sponsors and criminal justice programs in their areas and will analyze the relationships among the prime sponsors and criminal justice agencies in these 10 sites, noting also the outstanding programs involving CETA. This project is being undertaken in cooperation with and combined funding from the National Institute of Law Enforcement and Criminal Justice, Law Enforcement Assistance Administration, U.S. Department of Justice, which is involved in research design, site selection, and data collection.

2-093* Enhancing the Effectiveness of the Federal Bonding Program

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Joanna B. Kennedy

Contract 20-25-77-49
Project still in progress

Descriptors: BONDING ASSISTANCE; OFFENDERS; CRIMINAL JUSTICE PROCESS; EX-OFFENDERS; EMPLOYMENT SERVICE STAFF

The principal objective of this project is to demonstrate that the Federal Bonding Program can serve more people without increasing program costs by tailoring the amount of bond coverage to specific occupational needs, while simultaneously publicizing the program among the most appropriate users. The contractor will: (1) Conduct a management survey of the Federal Bonding Program to determine which current activities are most conducive to operating a successful project; (2) develop a guidebook, based on the survey, showing how to tailor bonds, as well as other program management techniques; (3) prepare and field test pamphlets describing the program for three or four different audiences; and (4) collect data to measure cost savings due to tailoring the amount of bond coverage. In addition, the contractor will conduct the

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

second national Federal Bonding Conference in Washington, D.C., where it will introduce the guidebook and direct workshops on its use and the concept of tailoring.

2-094 Expansion of Pretrial Intervention Programs

AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

Grant 21-11-73-32
Project completed fiscal year 1976

LEGAL ISSUES AND CHARACTERISTICS OF PRETRIAL INTERVENTION PROGRAMS
Michael Biel
April 1974

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; HANDBOOKS

NTIS PB242051/AS

DIRECTORY OF CRIMINAL JUSTICE DIVERSION PROGRAM (REVISED, APRIL 1975)
April 1974

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS

NTIS PB241928/AS

PRETRIAL INTERVENTION STRATEGIES: AN EVALUATION OF POLICY-RELATED RESEARCH AND POLICYMAKER PERCEPTIONS
Roberta Rovner-Pieczenik
1976

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; DISTRICT OF COLUMBIA; STATE-OF-THE-ART PAPERS
Available from Lexington Books, Lexington, Mass.

SOURCE BOOK IN PRETRIAL CRIMINAL JUSTICE INTERVENTION TECHNIQUES AND ACTION PROGRAMS
June 1975

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; DISTRICT OF COLUMBIA; HANDBOOKS

NTIS PB266164/AS

LEGAL ISSUES IN ADDICT DIVERSIONS
Harvey S. Perlman and Peter Vaszi
1976

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; DISTRICT OF COLUMBIA; HANDBOOKS
Available from Lexington Books, Lexington, Mass.

2-095 Handbook for Use of Basic Job Skills

SYNECTICS CORPORATION
ALLISON PARK, PA.

Contract 20-42-74-19
Project completed fiscal year 1977

JOB COUNSELING AND PLACEMENT FOR THE USE OF BASIC SKILLS

VOLUME I TECHNIQUES
Sara J. Munger
July 1977

Report Descriptors: HANDICAPPED; RETARDED; HANDBOOKS, EMPLOYMENT OPPORTUNITIES; JOB ANALYSIS

NTIS PB271702/AS

VOLUME II JOBS
July 1977

NTIS PB271703/AS

2-096* The Impact of California Senate Bill 224 on Employment and Recidivism

SOCIAL PROCESS RESEARCH INSTITUTE,
UNIVERSITY OF CALIFORNIA
SANTA BARBARA, CALIF.

Dr. Richard Berk

Grant 21-06-78-58
Project still in progress

Descriptors: CORRECTIONS; CRIME; OFFENDERS; EX-OFFENDERS; INCOME; UNEMPLOYMENT INSURANCE; LABOR MARKET BEHAVIOR; CALIFORNIA

The grantee will analyze the impact of recently enacted California law (Senate Bill 224) providing transitional financial assistance to ex-offenders newly released from the State's prisons, and will examine the program established by the law to determine whether: (1) The program is implemented as designed; (2) the program enhances prospects for employment; (3) the program reduces recidivism; and (4) the program is cost effective.

The grantee will follow for up to 18 months after release the experiences of approximately 1,000 ex-offenders receiving financial assistance and about 2,000 who are not recipients of support. The program evaluation will rely heavily on a range of routinely collected official statistics on employment behavior (e.g., quarterly earnings), contact with the criminal justice system (prison records, "rap sheets," crime data), new material gathered expressly for this research endeavor, and selected interviews conducted by research personnel with the subject population and their parole officers. Data on a host of background variables will also be collected, including age, education, prior record, years in prison, employment and vocational training in prison, job skills, reading ability, etc.

The grantee will document the way in which an actual State-run program operates and how it differs from an experimental endeavor. The grantee will further identify precisely the proportion of eligible persons who take advantage of the financial assistance program and indicate the resulting costs.

2-097* PREPARATION OF MONOGRAPH FROM TARP PROJECT DATA ANALYZING PROJECT EFFECTS

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Dr. Peter H. Rossi

Grant 21-25-77-05
Project still in progress

Descriptors: CORRECTIONS; OFFENDERS; EX-OFFENDERS; INCOME MAINTENANCE; WAGE SUBSIDIES; JOB PLACEMENT; SUPPORTIVE SERVICES; PRISONERS

This undertaking calls for the production of an analytical monograph on the results of the experimental Transitional Aid Research Project (TARP). TARP is providing temporary (13-26 weeks) financial and job placement assistance to over 1,500 randomly selected ex-inmates newly released from State prisons in Georgia and Texas; in addition, 2,400 former prisoners are in the project's control groups. For detailed descriptions of TARP, see grants 21-11-75-19, 20-13-75-46, and 20-48-75-44. On the basis of data generated by the project, the researcher will evaluate the effect of this assistance on rearrest, employment, earnings, family relationships, and other behavioral outcomes; specify conditions under which the effectiveness varies; and identify the subgroups of exprisoners for whom the assistance was especially effective.

In addition, the monograph will include descriptions of the administrative components of the experiment and the operational difficulties encountered, giving particular attention to those aspects that are most relevant to proper management of any national program that might be enacted.

2-098 PROJECT VOLUNTEER POWER

PEOPLE-TO-PEOPLE COMMITTEE FOR THE HANDICAPPED
WASHINGTON, D.C.

Contract 82-11-71-23 and Agreement 82-11-72-23 with USIA
Project completed fiscal year 1976
Carl R. Sharek
June 1975

Report Descriptors: HANDICAPPED; EMPLOYMENT OPPORTUNITIES; VOLUNTEERS

NTIS PB237167/AS

2-099* RECIPIENTS OF FEDERAL SUPPLEMENTAL BENEFITS AND SPECIAL UNEMPLOYMENT ASSISTANCE

MATHEMATICA, INC.
PRINCETON, N.J.

Alan Brewster

Contract 20-11-76-12
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES; INCENTIVES; WELFARE RECIPIENTS; JOB SEARCH

In December 1974 in response to continued high unemployment, two laws were enacted: (1) The emergency Unemployment Compensation Act of 1974, which established the Federal Supplemental Benefits (FSB) program to provide further benefits to unemployed workers who had exhausted their entitlements under the regular unemployment insurance (UI) and extended benefits (EB) programs; and (2) the Emergency Jobs and Unemployment Assistance Act of 1974, which established a new program of Special Unemployment Assistance (SUA) to make benefits available to unemployed workers whose previous employment had not been covered under regular UI.

With subsequent revisions, the FSB program provided up to 26 weeks of benefits. Combined with regular programs, this entitled FSB recipients to a total maximum of 65 weeks of unemployment compensation. SUA provided (with subsequent revisions) up to a maximum of 39 weeks of benefits. Personal interviews were administered in March 1976 to a random sample of approximately 800 persons in each of 15 States. The States selected for the study—California, Florida, Georgia, Indiana, Missouri, New Jersey, New York, Pennsylvania, Tennessee, Louisiana, Massachusetts, Michigan, Texas, Utah, and Washington—included, in 1975, 73 percent of the Nation's FSB recipients and 66 percent of SUA beneficiaries. The study was designed to yield a sample that would be representative of 1975 recipients of FSB and SUA in the country as a whole. In total, almost 12,000 recipients of unemployment compensation were interviewed for this study, including, in addition to FSB and SUA recipients, a comparison group of individuals who received EB but not FSB during 1975.

The report provides valuable information about recipients of FSB and SUA, including personal and family characteristics, needs for training and employment-related services, relationships with other transfer programs, and effects on incentives to seek jobs. The report also discusses the implications of some of the research findings as they relate to the recently enacted Unemployment Compensation Amendments of 1976 (Public Law 94-566).

In November and December 1977, a telephone interview was conducted for a subsample of the original sample, covering only FSB and EB respondents. Data collected during this interview will be used to analyze the labor market, unemployment compensation, and other activities of the respondents between the time of the original interview (March 1976) and the second interview (November and December 1977). Using these data, longitudinal estimates will be provided for the Nation as a whole. The final report is to be available in fall 1978.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

A STUDY OF RECIPIENTS OF FEDERAL SUPPLEMENTAL BENEFITS AND SPECIAL UNEMPLOYMENT ASSISTANCE
Walter Corson, David Horner, Valerie Leach, Charles Metcalf, and Walter Nicholson
January 1977

Report Descriptors: UNEMPLOYMENT; WELFARE PROGRAMS; POVERTY; JOB SEARCH; UNEMPLOYMENT INSURANCE; PUBLIC EMPLOYMENT SERVICE; CALIFORNIA; FLORIDA; GEORGIA; INDIANA; LOUISIANA; MASSACHUSETTS; MICHIGAN; MISSOURI; NEW JERSEY; NEW YORK; PENNSYLVANIA; TENNESSEE; TEXAS; UTAH; WASHINGTON

NTIS PB262636/AS

2-100 THE ROLE OF PRISON INDUSTRIES NOW AND IN THE FUTURE: A PLANNING STUDY

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Grant 21-11-73-03
Project completed fiscal year 1976
Herbert S. Miller, Virginia A. McArthur, and M. Robert Montilla
August 1975

Report Descriptors: PRISON INDUSTRIES; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS; STATE-OF-THE-ART PAPERS

NTIS PB246261/AS

2-101 SHORT-TERM ASSISTANCE TO PRESERVE JOBS FOR ACCUSED CITIZENS: EMPLOYMENT AND CRIME PROJECT

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Leon Leiberg

Grant 21-11-77-16
Project completed fiscal year 1978

Descriptors: CORRECTIONS; JOB RETENTION; CRIME; OFFENDERS; COUNSELING AND GUIDANCE

This project attempted to develop and test an experimental program using law students to provide short-term services to help defendants before the Superior Court of the District of Columbia keep their jobs. In the feasibility phase of this proposed 3-year effort, the project analyzed the target group to be served and developed a schedule for processing participants. It also surveyed available services for the target group and trained the law student-counselors. About halfway through the first phase, the project carried out a test run on approximately 30 to 50 arrestees to identify the problems involved in perfecting this process. It explored such issues as the feasibility of designing and implementing a program of this nature in and with the court and other offender service agencies; possible gains by the court and other agencies; and the feasibility of using law students as employment counselors. The project also developed some crude research estimates of program success, as well as two handbooks.

TARGET: JOBS
Barbara Kajdan and William Alexander
April 1978

NTIS PB283672/AS
ETA COPIES LIMITED

EMPLOYMENT AND CRIME PROJECT, FINAL REPORT, JUNE 1978
Leon Leiberg, Fran Lazerow, William Alexander, and Nancy Alper
June 1978

NTIS PB283720/AS
ETA COPIES LIMITED

CRIME AND EMPLOYMENT ISSUES
Leon Leiberg and Severa Austin
June 1978
ETA COPIES LIMITED

2-102 STUDY OF EFFECTS ON EX-PRISONERS OF FINANCIAL AID AND EMPLOYMENT ASSISTANCE PROGRAMS DESIGNED TO FACILITATE POST-RELEASE ADJUSTMENT

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 82-11-71-45
Project completed fiscal year 1977

UNLOCKING THE SECOND GATE
Dr. Kenneth J. Lenihan and Dr. Florence Casey
1977

Report Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT; MARYLAND, BALTIMORE
ETA R&D MONOGRAPH NO. 50

2-103 A SURVEY OF VOCATIONAL TRAINING IN FEDERAL AND STATE CORRECTIONAL INSTITUTIONS

BATTELLE MEMORIAL INSTITUTE
COLUMBUS, OHIO

Contract 89-39-72-01
Project completed fiscal year 1976

VOCATIONAL PREPARATION IN U.S. CORRECTIONAL INSTITUTIONS: A 1974 SURVEY
Girard W. Levy, Robert A. Abram, and Diane La Dow
December 1975

Report Descriptors: CORRECTIONS; VOCATIONAL TRAINING; REHABILITATION; TRAINING PRACTICES

NTIS PB248950/AS

2-104 TRANSITIONAL AID RESEARCH PROJECT FOR EX-OFFENDERS

GEORGIA DEPARTMENT OF LABOR
ATLANTA, GA.

Warren Harvey

Grant 20-13-75-46
Project completed fiscal year 1978

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT

The objective of this experimental project was to test the effect of financial assistance (at a level comparable to weekly unemployment compensation) or job placement services on rates of employment and rearrest among ex-offenders. The project involved approximately 2,000 men and women newly released from the Georgia prisons and randomly selected for the study. About 1,000 were active participants, who were interviewed both before and after release. Of this group, nearly 600 received financial assistance—some for 13 and others for 26 weeks. The remaining 400 received no monetary support, but half got job placement services. Another 1,000 persons received no assistance at all and were followed solely by analysis of computerized data.

This project found that employment, rather than financial assistance, was the major deterrent to rearrest. The longer ex-offenders were continuously employed, particularly if they held jobs for a year, the less likely they were to be rearrested. Financial assistance itself had mixed effects. On the one hand, persons receiving unemployment payments tended to work less than others, and the resulting periods of unemployment were associated with greater chances of being arrested for property crimes. On the other hand, the unemployment benefits enabled the former prisoners to conduct better job searches so that, on the average, they obtained better jobs and earned more money.

The job placement practices tested in the study were no more successful than the participants' own efforts to find work. Another finding is that the probability of rearrest was significantly higher for youth under 22 years of age than for any other age group.

TRANSITIONAL AID FOR EX-OFFENDERS: AN EXPERIMENTAL STUDY IN GEORGIA
Jack L. Stephens and Lois W. Sanders
July 1978

NTIS

2-105* TRANSITIONAL AID RESEARCH PROJECT FOR EX-OFFENDERS

AMERICAN BAR ASSOCIATION: COMMISSION ON CORRECTIONAL FACILITIES AND SERVICES
WASHINGTON, D.C.

Melvin T. Axilbund

Grant 21-11-75-19
Project still in progress

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT

The overall objectives of this grant are to: (1) Coordinate, direct, and assess a two-State demonstration program to test whether transitional financial aid promotes productive community reintegration and reduces recidivism among ex-offenders released from State prisons; (2) determine whether released offenders receiving weekly payments, comparable to unemployment benefits, for stipulated periods have a better record of avoiding new criminal activity than offenders not receiving such direct financial assistance; and (3) ascertain how existing State and Federal legislation on unemployment insurance and corrections, administrative regulations, and agency procedures would need to be adjusted or modified to permit experimentation with transitional financial aid as part of regular correctional and manpower service operations.

The grantee is providing technical assistance and will chronicle and assess the outcome of the projects. The grantee will also develop legislative and regulatory models for guidance in establishing transitional financial assistance for released offenders and a clearinghouse for information relating to these activities.

See projects funded under grants 20-48-75-44 and 20-13-75-46 for a description of the related demonstration projects in two States.

BACK ON THE STREET—FROM PRISON TO POVERTY (THE FINANCIAL RESOURCES OF RELEASED OFFENDERS)
Robert Horowitz
June 1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCOME MAINTENANCE

NTIS PB258880/AS

A COMPARATIVE EVALUATION OF THE BENEFITS FROM THE LIFE PROGRAM
Dr. Charles D. Mallar and Craig V. D. Thornton
January 1978

Report Descriptors: INCOME MAINTENANCE; ECONOMIC ANALYSIS AND ECONOMETRICS; CORRECTIONS; EX-PRISONERS; WAGE SUBSIDIES

NTIS PB270622/AS

2-106 TRANSITIONAL AID RESEARCH PROJECT FOR EX-OFFENDERS

OFFICE OF THE GOVERNOR OF TEXAS, CRIMINAL JUSTICE DIVISION
AUSTIN, TEX.

Charles L. Smith

Grant 20-48-75-44
Project completed fiscal year 1978

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT

This project was conducted simultaneously and in identical manner in both Texas and Georgia. For details of the project, see the Georgia description, grant 20-13-75-46.

AN ASSESSMENT: THE IMPACT OF PROVIDING FINANCIAL OR JOB PLACEMENT ASSISTANCE TO EX-PRISONERS
Charles L. Smith, Pablo Martinez, and Daniel Harrison
May 1978

NTIS PB284782/AS

2-107 UTILIZATION OF FINDINGS ON OFFENDER EMPLOYMENT RESTRICTIONS

AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

Contract 82-11-72-02
Project completed fiscal year 1976

LAWS, LICENSES, AND THE OFFENDER'S RIGHT TO WORK: A STUDY OF STATE LAWS RESTRICTING THE OCCUPATIONAL LICENSING OF FORMER OFFENDERS, INCLUDING A MODEL STATUTE AND ANALYSIS
June 1973

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS; HANDBOOKS

NTIS PB241906/AS

REMOVING OFFENDER EMPLOYMENT RESTRICTIONS: A HANDBOOK ON REMEDIAL LEGISLATION AND OTHER TECHNIQUES FOR ALLEVIATING FORMAL EMPLOYMENT RESTRICTIONS CONFRONTING EX-OFFENDERS
March 1973

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS; HANDBOOKS

NTIS PB242102/AS

CONSTITUTIONAL CHALLENGES TO EMPLOYMENT DISABILITY STATUTES
Robert Plotkin
October 1974

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; DISCRIMINATION; OFFENDER EMPLOYMENT RESTRICTION LAWS; DISTRICT OF COLUMBIA; HANDBOOKS

NTIS PB242052/AS

GUIDE TO LEGISLATIVE ACTION
James W. Hunt and James E. Bowers
January 1975

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; DISCRIMINATION; OFFENDER EMPLOYMENT RESTRICTION LAWS; DISTRICT OF COLUMBIA; HANDBOOKS

NTIS PB241899/AS

3. THE LABOR MARKET

3A. LABOR FORCE, LABOR MARKET, LABOR DEMAND — GENERAL

3-001* An Analysis of Occupational Mobility Through Use of Longitudinal Surveys Data with a Supplementary Analysis of Response Variability

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Ann R. Miller, Population Studies Center

Grant 21-42-73-05
Project still in progress

Descriptors: BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; MEN; WOMEN; YOUNG MEN; YOUNG WOMEN

An analytical study of occupational mobility is being made, emphasizing: (1) The relationship between mobility and changes in the occupational structure of employment and (2) the paths by which individuals move into specific occupations.

The study involves an analysis of data collected from four population groups covered by the National Longitudinal Surveys of labor force behavior.

3-002 Demographic Trends, Labor Force Changes, and the Economy

NATIONAL COMMISSION FOR MANPOWER POLICY
WASHINGTON, D.C.

Isabel V. Sawhill

Contract 20-11-76-11
Project completed fiscal year 1978

Descriptors: POPULATION; LABOR FORCE; UNEMPLOYED; MINORITIES; EMPLOYMENT AND TRAINING POLICY; CONFERENCES; IMMIGRATION

In early 1976, the National Commission for Manpower Policy (NCMP) commissioned three papers in the fields of demographic and labor force changes and arranged for them to be presented at three regional conferences to be held in September and October 1976 on "Directions for National Manpower Policy." The papers include "Another Look at the Goals of Full Employment and Price Stability" by R. A. Gordon; "The Demographic Impact on Unemployment: Past Experience and the Outlook for the Future" by Michael L. Wachter; and "Demographic Trends Affecting the Future Labor Force" by Karl E. Tauber. They have since been published under a single title, *Demographic Trends and Full Employment*, with a foreword by Eli Ginzberg.

In the first paper, Prof. Gordon makes a strong case for establishing separate full-employment targets for groups in the labor force that have been experiencing persistently higher-than-average rates of unemployment, e.g., minorities and teenagers.

Prof. Wachter traces the increasing aggregate unemployment rate to the large relative inflows into the labor market of young people and women, both of whose labor force attachments are less continuous than for the population as a whole. He estimates that, as a result, the lowest level of unemployment that would not cause inflation has increased from 4 percent to 5 or 5 1/2 percent. He is optimistic about containing or even lessening this rate in the future because of the likely decrease in fertility rates, the potential of manpower policies such as those leading to a better linkage between school and employers, subsidized training in the private sector of the hard to place, and extended remedial efforts for the most seriously disadvantaged. However, he does call attention to the fact that the level and ease of qualifying for income transfer payments makes it less costly for people to remain unemployed.

Prof. Tauber's paper points to the need to improve labor force projections through more frequent preparation of estimates, more detailed data, and the provision of a range of alternative projections.

DEMOGRAPHIC TRENDS AND FULL EMPLOYMENT
R. A. Gordon, Michael L. Wachter, and Karl E. Tauber
December 1976
Available from: National Commission for Manpower Policy, 1522 K St., N.W. Suite 300, Washington, D.C. 20005.

3-002A Research to Analyze the Manpower Implications of Current Immigration Policies

Descriptors: IMMIGRATION; ALIENS; LABOR MARKET BEHAVIOR; LABOR CERTIFICATION PROGRAM

This recently completed research paper by David S. North and Allen LeBel analyzes the manpower implications of current immigration policies. The researchers: (1) Reviewed the historical development of U.S. immigration policy, emphasizing labor market considerations; (2) described current policies and practices towards the entry and postarrival activities of legal immigrants, nonimmigrants, and undocumented aliens; (3) analyzed the numbers and the demographic and labor market characteristics of these groups; and (4) made rough estimates of the labor market impact of immigration in the coming decade.

Based on this work, the researchers concluded that the presence of undocumented alien workers makes it more difficult for the United States to reach such goals as

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

providing full employment; integrating income maintenance and employment policy; improving social equity through improved employment opportunities; and developing and maximizing the skills of the labor force.

MANPOWER AND IMMIGRATION POLICIES IN THE UNITED STATES
David S. North and Allen LeBel
February 1978

Report Descriptors: IMMIGRATION; ALIENS; LABOR MARKET BEHAVIOR; EMPLOYMENT AND TRAINING POLICY
National Commission for Manpower Policy, 1522 K St., N.W., Suite 300, Washington, D.C. 20005

3-003* DEMONSTRATION PROJECT TO DERIVE MANPOWER IMPLICATIONS FROM ECONOMETRIC MODELS OF THE LABOR MARKET AND TO EXPLORE THE USE OF LONGITUDINAL DATA ON LABOR MARKET EXPERIENCE OF TRAINEES

BROOKLYN COLLEGE, CUNY
BROOKLYN, N.Y.

Robert S. Gay

Grant 21-36-76-01
Project still in progress

Descriptors: ECONOMIC FORECASTING; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; GEOGRAPHIC MOBILITY; OCCUPATIONAL LICENSING; ECONOMIC ANALYSIS AND ECONOMETRICS; PREDICTION OF SUCCESS IN PROGRAMS; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION

The primary objective of this project is to examine several distinct issues and institutions that affect the utilization of human resources and to determine the economic impact of current public policy. The areas under investigation include the effect of government expenditures on local employment and income, the measurement of success from employment and training programs, and the impact of occupational licensure on labor mobility.

Descriptions of the studies recently completed or still in progress are found below.

3-003A* DEVELOPMENT OF ECONOMETRIC MODELS FOR LOCAL LABOR MARKETS

Descriptors: ECONOMIC FORECASTING; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; GEOGRAPHIC MOBILITY; ECONOMIC LICENSING; ECONOMIC ANALYSIS AND ECONOMETRICS

The principal investigator is examining econometric methodologies for forecasting labor demand and supply in local labor markets. Basically, the research is an initial attempt to develop local forecasting models that provide cyclically responsive midterm (1- to 3-year) projections of the employment needs of industry and government and are capable of simulating the economic impact on the local labor market of alternative public policy options. The project should result in a proposed methodology to meet these needs, which can be empirically estimated using available national and local data.

The major recommendations for improvements in existing models include: (1) The use of relative price data; (2) expansion of the public sectors by using local data on government expenditures, revenues, and employment; and (3) improvements in the labor force sectors based on the theory of labor supply. The recommendations led to contract No. 20-04-76-55, which will estimate local econometric models in six areas.

3-003B* CONSTRUCTING SHORT TERM INDICATORS OF SUCCESS FOR EVALUATING TRAINING PROGRAMS

Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; ASSESSMENT AND EVALUATION; ASSESSMENT OF APPLICANTS AND TRAINEES

This project examined longitudinal data on trainees in the MDTA, JOBS, Job Corps, and Neighborhood Youth Corps programs. The purpose was to identify short-term indicators of longrun success as a result of training programs.

The study showed that placement rates, the traditional measures of program effectiveness, are not useful indicators of successful program performance. Placement data do not reveal the nature and quality of postprogram employment. Changes in wage rates, quarterly earnings, and weeks worked before and after program experience appear to be better measures of program effectiveness.

The researcher suggested expanded intake interviews and followup surveys of participants to improve evaluation of training programs and allocation of training resources at the local level.

INDICATORS OF SUCCESS FOR FOUR MANPOWER TRAINING PROGRAMS
September 1977

Report Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; ASSESSMENT OF APPLICANTS AND TRAINEES

VALIDATING PERFORMANCE INDICATORS FOR EMPLOYMENT AND TRAINING PROGRAMS
September 1978

Report Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; ASSESSMENT OF APPLICANTS AND TRAINEES; JOB PLACEMENT; TRAINING EFFECTIVENESS AND IMPACT

3-003C* THE IMPACT OF OCCUPATIONAL LICENSING ON LABOR MOBILITY

Descriptors: GEOGRAPHIC MOBILITY; OCCUPATIONAL LICENSING

This project is assessing the effect of State occupational licensing laws on interstate mobility rates. The investigators compared the mobility rates of persons in licensed occupations and those in broadly similar nonlicensed occupations. In addition, they compared mobility rates within occupational classifications for licensing States that do not have interstate reciprocity agreements,

States with more lenient reciprocity, and nonlicensing States. Interstate mobility data for the 1965-70 period were taken from the 1970 Census Public Use Sample.

To assess the determinants of migration decisions more completely, the investigators developed and tested a simultaneous equations model of gross migration, income, and changes in employment for various licensed occupations. The model controlled for economic and social variables that affect migration and earnings in the absence of licensing. The key policy variables of interest are the various entry barriers imposed by State licensure.

Preliminary findings show that persons in licensed occupations are less mobile, but enjoy higher earnings, than their counterparts in nonlicensing States. This study is expected to provide quantitative evidence for State policymakers on the costs and benefits of occupational licensing to assist them in making informed decisions on whether to regulate occupations.

3-004 The Emergence of a Service Society: Demographic and Sociological Aspects of the Sectoral Transformation of the Labor Force in the United States

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 21-48-73-45
Project completed fiscal year 1976
Dr. Harley L. Browning and Dr. Joachim Singlemann
December 1975

Report Descriptors: SERVICE INDUSTRIES; WOMEN; MINORITIES; LABOR FORCE BEHAVIOR; OCCUPATIONAL STRUCTURE; AGE DIFFERENCES

NTIS PB254852/AS

3-005* Experimental Study of the Relationship Between the Growth of Employment and Migration, Utilizing the Retrospective Data from the 1970 Census of Population

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Ann R. Miller, Population Studies Center

Grant 21-42-73-41
Project still in progress

Descriptors: GEOGRAPHIC MOBILITY; METROPOLITAN AREAS; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WOMEN; MINORITIES; MIGRATION; WAGE DIFFERENTIALS; EMPLOYMENT OPPORTUNITIES; CORRECTIONS

The project is investigating the relationship between recent migration patterns for selected metropolitan areas and such factors as the area's occupational and industrial structure, the employment/unemployment mix, and wage levels.

Utilizing retrospective data available from the 1970 census of population, the study focuses on the largest standard metropolitan statistical areas.

3-006 Internal and External Labor Markets: An Analysis of Manpower Utilization

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Grant 21-24-74-26
Project completed fiscal year 1976
Dr. Bradley R. Schiller
November 1975

Report Descriptors: EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; PENSIONS; OLDER WORKERS; RETIREMENT; LABOR SUPPLY

NTIS PB251239/AS

3-007 Labor Market Analysis: A Review and Analysis of Manpower Research and Development

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Grant 21-36-74-19
Project completed fiscal year 1976
Dr. Trevor Bain
June 1975

Report Descriptors: STATE-OF-THE-ART PAPERS; LABOR MARKET INFORMATION; JOB SEARCH; JOB PLACEMENT; HIRING PRACTICES; LABOR FORCE

NTIS PB256855/AS

3-008* Local Labor Market Econometric Forecasting Models

UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Carol Taylor, Ronald Oaxaca, and Arthur Denzau

Contract 20-04-76-55
Project still in progress

Descriptors: ECONOMIC FORECASTING; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; LABOR MARKET INFORMATION; ECONOMIC ANALYSIS AND ECONOMETRICS; CALIFORNIA, SAN FRANCISCO; ARIZONA, PHOENIX; ARIZONA, TUCSON; MASSACHUSETTS, SPRINGFIELD; TENNESSEE, MID-CUMBERLAND; UTAH

The project seeks to develop local (SMSA) econometric models capable of generating detailed midterm (1- to 3-year) forecasts of labor demand and supply in local labor markets that are cyclically sensitive. The basic model will specify determinants of labor demand by in-

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

dustry (including government), such as wage rates, income, population, government expenditures, and transfers, as well as those of aggregate labor supply to the local area. Since these variables influence one another, their interactions will also be formulated in the model. In addition, the model should be capable of generating information regarding the economic impact on the local labor market, especially with respect to employment of alternative public policy options such as national policies to stimulate economic development or to reduce local unemployment.

Following this general development, the model will be applied to six local labor market areas. That is, the specific equations will be estimated using local data. Forecasts and simulations of policy alternatives will be made for 1 and 2 years into the future. Employment will be translated into occupational requirements using industry/occupational data.

3-009* MANPOWER RESOURCES AND EMPLOYMENT EXPANSION: A SERIES OF RELATED NATIONAL AND METROPOLITAN STUDIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg, Director, Conservation of Human Resources Project

Grant 21-36-76-18 (formerly Grants 21-36-73-51, 21-36-73-04, 21-36-75-20, and Contract 81-36-71-01)
Project still in progress

The primary objective of this project is to probe the changing structure and functioning of American society to determine the different ways in which the development and use of the Nation's human resources affect the level of social well-being and economic output.

Numerous studies of human resource problems have been or are being undertaken, utilizing economic and related analysis on the micro and macro levels.

Descriptions of individual work studies completed under this and predecessor contracts over 3 years ago may be found in earlier editions of *Research and Development Projects*.

3-009A* THE IMPACT OF LARGE PUBLIC PROGRAMS ON EMPLOYMENT, TRAINING, AND PERSONNEL UTILIZATION

Dr. Charles Brecher

Descriptors: GOVERNMENT PROGRAM IMPACT; LABOR SUPPLY PROJECTIONS; HEALTH OCCUPATIONS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; STATE AND LOCAL GOVERNMENTS; NEW YORK, NEW YORK

This study deals with the impact of Federal health care programs, principally Medicare and Medicaid on the health care industry in New York City. It considers effects on employment levels and other aspects of the industry's personnel practices, including compensation levels, sources of labor supply, internal labor market structures, and opportunities for women and minorities.

The sex and ethnic composition of the health industry work force before (1965) and after Medicaid (1970 and 1975) is being analyzed from data obtained from the Social Security Administration's Continuous Work History Sample. An analysis of the earnings distribution over the same time periods is also underway using both annual earnings from the Social Security Administration data and wage rates reported by the Bureau of Labor Statistics.

Preliminary analysis of wage data suggests that rates of increase for health industry workers were significant even before enactment of the public programs. Historical analysis will determine the relative influence of unionization, which predates Medicare and Medicaid in New York City, and the way in which the combination of unionization and more generous Federal funding affected wages and other employment practices in the industry.

3-009B* MANAGEMENT EFFECTIVENESS AND MANPOWER UTILIZATION IN LOCAL GOVERNMENT

Dr. David Lewin

Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; EMPLOYER PRACTICES AND POLICIES; MANAGEMENT EFFECTIVENESS; STATE AND LOCAL GOVERNMENTS; WORKER UTILIZATION

This study is intended to develop measures of management effectiveness and relate these measures to specific worker utilization practices in local government. The methodological approach is to develop measures for a small sample of local governments using primary data and interviews at these localities.

Field work, which consists of interviews with officials involved in management and labor relations and appropriate documentation—collective-bargaining agreements or memorandums of understanding—have been obtained and partly analyzed for several locations. These include New York City and other local governments—Hudson County, Bergen County, and the cities of Boston and Philadelphia.

A review is also being made of the measures of managerial effectiveness used in the analysis of New York City to determine their appropriateness for the other localities. Data have been collected for a wider range of services than were collected for New York City in order to identify possible new measures as well as to replicate and refine the New York City analysis.

3-009C* TRAINING INFORMATION FOR POLICY GUIDANCE

Dr. Marcia Freedman and Anna Dutka

Descriptors: OCCUPATIONAL TRAINING; OCCUPATIONAL MOBILITY; ON-THE-JOB TRAINING (OJT); STATE AND LOCAL AREA EMPLOYMENT; TRAINING INSTITUTES; CETA SERVICES AND PLANNING

The purpose of this study is to provide a methodology to help local CETA prime sponsors better plan their training activities. It would be accomplished by developing a set of occupational categories that combines information about (a) the type of skills required and length of time needed to acquire them, and (b) the training routes for each of these categories.

The study is being conducted in two stages. First, the occupational categories are being defined using national data sources including the *Dictionary of Occupational Titles* and the Bureau of the Census. Second, the methodology is being applied systematically to local data for New York City; similar experimentation is underway in Philadelphia.

Work on the first stage has been completed and a final report is being prepared. The application to New York City is nearing completion, and the New York City materials will be combined with the national framework to provide a document that is expected to be a useful guide for many local CETA planners.

3-009D* THE YOUTH LABOR MARKET: COMPARATIVE STUDIES

Dr. Beatrice Reubens

Descriptors: TRANSITION FROM SCHOOL TO WORK; YOUTH; LABOR SUPPLY; UNEMPLOYMENT; MALE/FEMALE; WORK-STUDY PROGRAMS; CAREER GOALS; JOB PLACEMENT; ATTITUDES; BASIC EDUCATION; APPRENTICESHIP; OCCUPATIONAL TRAINING; EUROPE; CANADA; JAPAN

This three-part study is designed to produce three separate reports. The first completed part, *Bridges to Work*, deals with the transition from school to work and how it is achieved in various industrialized nations. The remaining two projects are described below:

1. PREPARATION FOR WORK: A CROSS COUNTRY ANALYSIS

The study examines the extent to which education and apprenticeship in the United States, Western Europe, Japan, and Canada are instrumental in preparation for work. Preliminary findings are:

(a) Apprenticeship is currently in great favor in many countries such as West Germany, Austria, Switzerland, Great Britain, and Australia, where it is the predominant outlet for youth with no plans for college or postsecondary school training. Its advantages are smoothing the transition from school to work and lowering the cost to the public for continuing the part-time education of youth until they become 18. Despite the benefits of apprenticeship, technological and business factors are tending to decrease the willingness of employers in the more advanced industrial and commercial sectors to maintain the numbers of openings held for apprentices in the past.

(b) Despite changing youth attitudes toward work in every country, young people (usually the majority) seek to integrate themselves into the existing work patterns. The more evidence of prospects of remunerative activity (apprenticeship or jobs), the less rebellious young people seem to be. Among all the countries studied, the United States has had the least satisfactory youth labor market—a combination of high and persistent youth unemployment with a relative lack of interest in recruiting youth on the part of employers and a paucity of formal training programs such as apprenticeships.

(c) In virtually every researched country, there is a demand for reading and math skills. Some employers complain that many young people have inadequate literacy and arithmetic skills to perform job tasks or to undertake training. The complaint is frequently put in terms of a decline in standards in the schools over the years, a subject on which there is little hard evidence. In the English-speaking countries—where complaints are most numerous and come from parents, the public, and higher educational institutions—studies and proposals are at a more advanced stage than in other countries.

2. THE YOUTH LABOR SUPPLY

This international comparative study is exploring trends and developments in the supply of youth labor. Data for the United States, Canada, Western Europe, and Japan are being collected and adjusted to permit valid comparisons.

The data are being used for detailed analysis of all important aspects of youth employment and unemployment since the 1960's. The researcher is considering enrollments in educational institutions as they influence labor force participation rates, as well as the propensity to mix school and work in various countries, and weighing the effects of emigration and immigration. The youth shares of population and labor force will be contrasted among countries, and trends will be projected. Differences between sexes within and among countries, as well as other significant aspects of the overall data, will be explored.

3-009E* MANPOWER CONFLICTS ARISING FROM MASS LAYOFF ENTITLEMENTS (FORMERLY MANPOWER CONFLICTS AND RESOLUTIONS)

Dr. James Kuhn

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; ECONOMIC WELFARE; COLLECTIVE BARGAINING; AFFIRMATIVE ACTION PLANS; WORK ENVIRONMENT; JOB RESTRUCTURING; JOB LOCATION; JOB SATISFACTION

This study is intended to explore the value conflicts that arise in the application of various policies affecting the allocation of opportunities and services and the incentives of our mixed-market economy and the ways in which these conflicts are resolved. Initial design called for case studies in four separate areas, but this approach has been revised to favor more detailed exploration of one area—the experience before, during, and after layoffs of conflicts between claims based on affirmative action entitlements and claims based on entitlements guaranteed in collectively bargained employment contracts. Detailed case materials relating to these issues will be analyzed.

3-009F THE CORPORATION AND THE CITY (FORMERLY THE ADVANCED SERVICE METROPOLIS)

Robert Cohen

Descriptors: SERVICE INDUSTRIES; METROPOLITAN AREAS; EMPLOYMENT OPPORTUNITIES; LABOR MARKET AREAS; PROFESSIONALS

The changing character of corporations operating in a more intense business environment since World War II has necessitated a close relationship with support firms providing advanced services (financial, legal, and accounting). These service firms offer the skills, information, and strategies necessary to the successful functioning of the large *Fortune* corporations operating in the complex business environment of today, which do not possess the necessary skills and information to develop

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

the needed strategies themselves. The first part of this study analyzes that relationship (described as symbiotic) as well as its economic impact.

The relationship of these corporations and their service support firms has been affected by the urban areas in which the corporations and firms have developed. The second part of the study analyzes the impact of changes in both the corporation and the advanced corporate services on the urban hierarchy within the United States. The emergence of the network linking headquarters and advanced services has been related both to the development of a national market structure, which has spurred the rise of urban-based corporate head offices, and to the enhanced role of advanced services in the business community.

These two major themes—corporate adaptation to major changes in the business environment through increasing ties to corporate services and the urban impacts of changes in corporations and corporate services—are closely interrelated. The study is divided into two interdependent parts. The first part focuses on the relationships between the largest corporations (the *Fortune* 500 industrials) and what are called the *advanced corporate services*, i.e., the most "strategic" business institutions and professions—the financial community (primarily the banks, investment banks, and insurance companies) and the legal and accounting professions.

The second part of the study analyzes the impact of changes in both the corporation and the advanced corporate services on urban hierarchy within the United States. As the corporation's world has become more complex, corporate managers have turned increasingly to a few large financial, legal, and accounting firms to meet the challenge of the more active role of Government in business affairs and to cope with their own needs to manage widespread, international operations. Such developments have led to further concentration of the most sophisticated advanced services in those cities that served as centers of sophisticated corporate services and corporate head offices.

As a result, only a few urban centers in the United States have been included in the new network of advanced services and corporate headquarters—a few centers of corporate decisionmaking have emerged, but many old ones have declined. Thus, the hierarchy of U.S. cities has become highly stratified, with only a few centers having concentrations of head offices and service institutions capable of providing corporate managers with the most sophisticated skills, expertise, and resources.
1978

NTIS PB284371/AS

3-009G COMPARATIVE METROPOLITAN EMPLOYMENT COMPLEXES (FORMERLY METROPOLITAN LABOR MARKETS: COMPARATIVE ANALYSES)

Dr. Dale Hiestand and Dr. Dean W. Morse

Descriptors: METROPOLITAN AREAS; LABOR MARKET BEHAVIOR; DUAL LABOR MARKETS; JOB STRUCTURE; UNION ATTITUDES; LABOR MARKET INFORMATION; INDUSTRY PRACTICES; NEW YORK, NEW YORK; ILLINOIS, CHICAGO; CALIFORNIA, LOS ANGELES; TEXAS, HOUSTON; GEORGIA, ATLANTA

This study of employment systems in and around New York City, Chicago, Los Angeles, Houston, and Atlanta will develop a conceptual scheme for the analysis of employment processes and patterns in the context of very large metropolitan areas. The thesis is that fundamental factors influencing metropolitan employment complexes can be defined as structural, institutional, and growth and differ significantly among large metropolitan areas. The structural factors include the industrial and occupational structures (the mix of public, nonprofit, and private enterprises); the geographical structure (the location of employment and residential centers and the transportation system); and the demographic structure. The institutional factors include recruitment, placement, selection, training, and promotion styles of different employment systems; ethnic and racial attitudes and relationships; political styles; union and management practices; alternatives to employment; and attitudes toward work. Both structural and institutional factors are affected by growth patterns in local employment.

For instance, in comparing the five cities studied there are many distinctive elements characterizing their employment systems. New York has large numbers of people; a highly focused transportation system; high density of employment in Manhattan; high proportions of employment in apparel manufacturing, finance, commerce, white-collar occupations, and local government; and a high proportion of older Italian and Jewish Americans.

Chicago has a high proportion of blue-collar workers, heavy manufacturing, a high proportion of foreign born, and a large black work force; and its moderate size downtown is compact. Other employment centers are widespread, including relatively large manufacturing and ethnic enclaves.

The Los Angeles metropolitan employment complex has a high proportion of workers in aerospace and metal fabrication; professional and technical occupations; and entertainment, eating, and drinking places. Its employment centers are geographically scattered. Mexican Americans comprise its principal minority group, with blacks second.

The Houston employment complex is much smaller in population than the previous three, but not in area, with high proportions of workers in petrochemicals, construction, and blue-collar occupations. Its relatively young, heavily male work force contains a high proportion of blacks and a significant, smaller Mexican-American population.

The Atlanta metropolitan employment complex, with its regional offices, trade, trucking, and aerospace industries, and State government, contains high proportions of sales, managerial, and administrative workers, young workers, women, and blacks.

New York depends on high-level talent, often recruited nationally and internationally, and on locally recruited white-collar workers. Some large organizations have relatively formal personnel systems, but small organizations rely heavily on job-hopping. The many small, sometimes unstable garment firms offer limited advancement possibilities and considerable churning about of workers.

Chicago's heavy manufacturing firms tend to have well-defined employment systems, with recruitment along neighborhood and ethnic lines.

The Los Angeles research and production aerospace complex, which relies on highly technical skills, utilizes complex recruitment and promotion systems. Employment tends to be irregular, and hiring is based heavily on previous employment records.

Houston's petrochemical industry also has well-defined promotion and personnel systems, but construction employment is in constant flux. Atlanta's aerospace sector has well-organized and defined employment systems, but its transportation and trade sectors rely on movement within corporate employment systems and on a wide variety of personal and informal contacts.

New York's large public and nonprofit sector depends heavily on formal credentials and recruitment and promotion systems. Los Angeles' civil service system is much less rigid, while Chicago's public employment is frankly political. Atlanta features informal bargaining along racial-political lines with respect to both public and private employment. Houston's relatively conservative political structure places control in the hands of its political and public managers.

New York's employment is influenced by strong ethnic and racial distinctions; Chicago's is blue-collar oriented and politically controlled. Los Angeles' discriminatory barriers to employment seem least significant of the five cities studied, while political bargaining overcomes some aspects of disadvantage in Atlanta. Houston's conservative political and industrial relations structure limits blacks, but its Mexican-American population tends to be middle-class.

Growth patterns in the different metropolitan employment complexes also produce differential results. For instance, New York's slow growth led to decreased employment of white men and increased employment of women, blacks, and Hispanics. On the other hand, Houston's rapid growth meant rapid increases in employment and immigration of workers at every age level, particularly white men. Houston presents unusual opportunities for upward mobility within organizations or by job-hopping. White men obtain the better jobs in each city's distinctive employment systems. Employment patterns of women and teenagers differ little among cities. Blacks and Hispanics gain access to some preferred employment systems, but patterns vary from city to city.

The common and the distinctive aspects of these five complexes provide the basis for a conceptual reformulation of the nature of such large metropolitan employment complexes and for suggestions with respect to metropolitan economic development, employment and training policies and programs, educational policies, guidance services, public employment programs, welfare reform, and research needs.

1978

Also available in book form: Comparative Metropolitan Employment Complexes: New York, Chicago, Los Angeles, Houston, Atlanta, Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042

3-009H CAREERS OF PROFESSIONAL WOMEN (FORMERLY SUCCESSFUL CAREER WOMEN)

Alice Yohalem

Descriptors: WOMEN; CAREER PATTERNS; AFFIRMATIVE ACTION PLANS; EQUAL EMPLOYMENT OPPORTUNITY ACT (1972); ADVANTAGED WORKERS; CAREER GOALS; HIGH-LEVEL JOBS

This is a followup study of the careers of 226 academically talented middle-aged women who attended graduate or professional school at Columbia University between 1945 and 1951 and who were the subjects of research in the early 1960's (*Life Styles of Educated Women*). It uses questionnaire data collected in 1963 and 1974 to investigate both changes in labor force participation and occupational status between those dates and lifetime work experience of the women in order to determine the factors that influenced the utilization of their skills.

Most of the analysis centers upon the determinants of labor force participation and career achievement, with special attention to such intragroup differences as highest academic degree, graduate field, marital status, family size, and occupational sex ratios. Cross-tabulations are used exclusively to clarify relationships or explore difficulties.

The principal findings are:

1. The long-term career commitment of these women was variable in intensity but was rarely extinguished. Only a handful of them remained preoccupied with nonmarket careers during most of their adult lives. Most of those who withdrew from the labor force to fulfill family responsibilities had reentered by 1974, at which date they were employed full time in their former field of work or in a new career.

2. There was a disproportionately high segment of never married women who were principally continuous workers. Married women's lifetime work participation was related primarily to size of family. Childless women and mothers of one child demonstrated the strongest career attachment; the birth of each successive child shortened a mother's worklife. Broken marriages acted to propel women into the labor force and to spur career progress.

3. Husbands' attitudes, alone, rarely inhibited wives' employment.

4. The labor force participation of women with doctorates or first professional degrees was more steadfast than that of respondents with master's degrees, regardless of marital status and/or family composition.

5. Part-time employment was often utilized as a means of maintaining holds upon careers while simultaneously attending to home-based duties.

6. The level of 1974 career achievement was judged to be quite high in terms of rank, rewards, responsibilities, and productivity.

7. Sex composition of occupations was strongly correlated with achievement: women in predominantly male fields were more likely to have reached high levels of achievement than those in fields with larger ratios of female employment.

8. The majority of the respondents, regardless of employment continuity, felt that they had been subject to sex discrimination in employment at some time during their careers, although some women's job status had been improved by recent efforts to insure equal treatment of the sexes.

9. Only a minority of mothers regretted the way they had allocated their time between careers and family. Of those with reservations, most lamented insufficient time spent on the development of their careers.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

10. Volunteer work during absences from the labor force was given credit for maintaining marketability and thus enhancing reentry job prospects.
1978

NTIS PB284493/AS
Also available in book form: The Careers of the Professional Women: Commitment and Conflict, Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042

3-009I MANAGERS AND WORK REFORM (FORMERLY WORK AND VALUES)

Dr. Marcia Freedman, Dr. Ivar Berg, and Michael Freeman

Descriptors: LABOR FORCE BEHAVIOR; INDUSTRIAL RELATIONS; WORK ATTITUDES; INDUSTRY PRACTICES; ARBITRATION; WORK ETHIC; EDUCATIONAL EFFECT ON CAREER PATTERNS; WORK ROLES

This study examines evidence, mainly from secondary data analyses, on prospects for reform in the workplace based on principles of increased worker participation, work enlargement, work enrichment, and other attempts to improve the quality of working life. Major conclusions are that macroeconomic factors that contribute to worker satisfaction are largely outside the control of managers. Those micro factors that might be improved, such as supervision and the provision of necessary resources, are often neglected. Little evidence exists to show connections between worker satisfaction and productivity, absenteeism or propensity to strike. Mechanisms for handling grievances and established collective-bargaining procedures are threatened when experiments are undertaken. For this and other reasons, many work reforms are shortlived. The study contains a review of the connections between human relations experiments of earlier periods and more recent systems approaches.
1978

Also available in book form: Managers and Work Reform: A Limited Engagement, The Free Press, New York, N.Y.

3-009J URBAN MANPOWER IMPLICATIONS OF GROWTH IN SERVICES (FORMERLY THE GROWTH OF SERVICE EMPLOYMENT)

Dr. Thomas M. Stanback

Descriptors: SERVICE INDUSTRIES; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; OCCUPATIONAL STRUCTURE; MICROLEVEL ANALYSIS; ECONOMIC ANALYSIS AND ECONOMETRICS

Though generally recognized, the dramatic increase in employment in the services has for the most part been uncritically examined and largely misunderstood. This is because of: (1) The failure to distinguish between service output and services employment, which has erroneously led to the view that demand for services is increasing rapidly while the demand for goods is leveling off; (2) the failure to distinguish between major types of services—consumer, producer, and public sector—which has obstructed intelligent discussion of trends in service growth; and (3) the failure to view the growth of services in relation to the processes of urbanization, more particularly the failure to distinguish between those services that a metropolis "exports" and those that it provides within its "local sector" for residents. This failure has created a lack of understanding of the extent to which the economic vitality of cities rests on their ability to compete as service centers within a national and international system of metropolitan places.

This study is aimed at clarifying the issue and providing insight into the transformation taking place in urban employment in terms of who, what kind of wages/income, and what occupational trends are developing from it. Finally, what are the implications for the U.S. economy in which service employment continues to grow, but under conditions where there is some unfavorable differential between lesser productivity gains in the provision of services and greater productivity in the production of goods?

The study's approach is largely to reexamine materials relating to service sector structure and growth under four major headings: demand, productivity, urbanization, and employment, with primary focus on the employment and urban implications of the growth of services.

Four general conclusions flow from the analysis: First, there are strong linkages between goods and services arising out of complementarities of demand. For instance, in production they arise both out of the growing complexity of the managerial task that creates new requirements for outside expertise and the growing usefulness of producer services firms as they increase specialization and add new functions. Also to be considered is the possible substitution of goods for services where cost and price trends in services are unfavorable.

The second conclusion is that there are new factors arising from new managerial approaches to the organization of service firms and institutions, which promise significant gains in productivity in services. However, in spite of such gains, significant differentials continue to exist between productivity in goods and services taken as aggregated, and differentials in rates of productivity improvement will not soon be eliminated.

Where services are produced in the private sector, differentials in rates of improvement will for the most part cause no great difficulty because buyers and sellers can adjust through combinations of substitution of cheaper for more expensive goods and services, modifying them or accepting higher costs and prices. In the public sector, however, the short term response can be insensitive to public demands.

Third, employment patterns of metropolitan areas show occupations and skill mix differences that have varying implications for employment and urban development policy. Cities must provide new employment when goods production has shifted to other places and usually can be provided, in part, by increases in provision of local, residentially oriented services. "Export" services, however, usually only develop in metropolitan places of considerable growth and, in particular, those which have become established as specialized service centers. Central cities have dimmer prospects for attracting service industries but do have some factors in their favor on which aggressive new public sector policies may be based.

Finally, the service work force is not, on average, better paid or more highly skilled than the nonservice

work force. The service work force is hierarchically structured in terms of earnings, with the low-paying jobs comprising a disproportionate share of the total, although there are some highly paid executives in these activities. In comparison to nonservice employment, it is characterized by a larger proportion of workers at the lower end of the earnings scale, by a higher proportion of women and minority workers, by higher percentages of part-time employment, and by fewer structural and institutional arrangements that enhance job security.

Moreover, the evidence does not point to a generalized trend toward an upward redistribution of service jobs. Growth in services is strongly associated with increasing employment of women, and female earnings levels are to some extent being upgraded. But, in general, employment expansion is occurring at all levels of the occupational and income scale. Since service employment expansion appears to be the major source of growth in jobs within the economy, the sex, occupational, and earnings characteristics of new jobs opening up in the services are of strategic importance.
1978

3-009K CONTROLLING SOCIAL EXPENDITURES: THE SEARCH FOR OUTPUT MEASURES (FORMERLY LARGE CITY BUDGETING FOR HUMAN RESOURCE EXPENDITURES)

Dr. Alfred Eichner and Dr. Charles Brecher

Descriptors: HUMAN RESOURCES; HUMAN RESOURCES DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; COST EFFECTIVENESS; SUPPORTIVE SERVICES; SERVICE DELIVERY SYSTEMS; NEW YORK, NEW YORK

This study examines how social programs can be better controlled through a system of output monitoring. It focuses on human resources programs in education, health, mental health, child welfare, social services, and public assistance, using New York City as a laboratory. The report shows how the output of these programs can be gauged, as well as how measures of relative effectiveness can be derived for the employment and training programs operated by New York City. The study recommends that information analogues be created to simulate the operation of social programs and to permit the measurement of their output. It also calls on the Federal Government as a major funder of social programs to insure that sufficient data are collected to permit the creation of such information analogues.
1978

NTIS PB284353/AS
Also available from Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042

3-009L COLLECTIVE BARGAINING AND MANPOWER UTILIZATION IN BIG CITY GOVERNMENTS

Dr. David Lewin, Dr. Raymond Horton, and Dr. James Kuhn

Descriptors: WAGES; WORKING CONDITIONS; UNIONS; FRINGE BENEFITS; STATE AND LOCAL GOVERNMENTS; NEW YORK, NEW YORK; CALIFORNIA, LOS ANGELES; ILLINOIS, CHICAGO

The study examines the impacts of public employee unionism on the management of local governments in New York City, Los Angeles, and Chicago. The municipal governments in each of these cities, and the county government in Los Angeles, comprise the four public jurisdictions in which the impact analysis was undertaken. The economies, political structures, and labor relations systems of the governments differ in several fundamental respects and provide initial evidence in support of "the diversity thesis" of public sector labor relations. The thesis was further tested through longitudinal analysis of public employee union impacts on wages and nonwage issues.

The study uncovered evidence showing the wage impacts (exclusive of fringe benefits) of government unions to be, on balance, relatively modest in New York City, Los Angeles, and Chicago during the third quarter of the 20th century. They ranged between $85 a year for engineers employed in Los Angeles to about $560 annually for firefighters in New York City. These impacts were on the order of .5 to 8.5 percent, or roughly in the range of impacts reported for other public employee groups. However, the lack of systematic fringe benefit data in this (and other) research prompted a special analysis of compensation for New York City firefighters. That effort showed fringes to account for about half or more of total compensation, although no firm evidence of the union impact in this area was uncovered.

The study also focused on District Council No. 37 of the American Federation of State, County, and Municipal Employees (AFSCME) in New York City, which showed that unions occupied a significant managerial role in supervising employees, assigning and evaluating their work, maintaining facilities and equipment, and administering the workplace. This impact varied by agency, service, and employee groups and was made evident largely outside of the formal labor relations system and collective-bargaining agreement. Other employee unions—in New York, Los Angeles, Chicago, and elsewhere—may occupy a similar managerial role, though that must be determined empirically.

In the policy area, the study recommends that supervisory and managerial employees of government be excluded from unionism and bargaining rights and that selection and reward systems pertinent to them be modified in several respects. The research also suggests that public employees be granted a modified right to strike, that less reliance be placed on the compulsory arbitration of interest disputes, and that union security provisions could help to stabilize public sector labor relations. However, the pressured centralization of public management's bargaining authority through establishment of a formal labor relations function staffed by professionals will not overcome the diffusion of managerial authority that is so common to American governments, including those examined here. Public sector labor relations seem destined to maintain this multilateral bargaining characteristic. Nevertheless, a more stringent economic environment seems to be pushing public sector management toward a more active posture that may permit them greater rather than lesser control of public sector bargaining, labor relations, utilization, and, ultimately, of government services. Thus, the study

emphasizes the importance of understanding labor relations or an important part of the larger process of managing the public sector of the United States.
1978
Also available from Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042

3-009M STUDENT LOANS AND THE LABOR MARKET (FORMERLY MANPOWER IMPACTS OF A CREDIT ECONOMY)

Dr. Ivar Berg and Dr. Marcia Freedman

Descriptors: EDUCATIONAL ASPIRATIONS; CREDENTIALING; DEBTOR/CREDITOR RELATIONSHIP; DISCRIMINATION; JOB CREATION; LABOR PRODUCTIVITY; COMMUTING

This study explores the connections between federally sponsored student loan programs (and other forms of student aid) and the labor market, with emphasis on the provision of equal educational opportunity and on the employment outcomes for different classes of beneficiaries.

Beginning in 1958, a complex array of programs has emerged, with each piece designed to serve previously neglected groups. While lower income groups have benefited in respect to increased access and choice, many of the student aid programs, and the loan programs in particular, have worked at cross purposes.

Aid packages are put together on the basis of individualized assessments of need out of resources available at the particular school or college. One result is that low-interest direct loans, targeted for low-income groups, go to many middle-income students, while higher interest guaranteed loans go to many low-income students for whom they were never intended.

Although much public discussion about student aid has been concerned with better targeting and reduction of defaults, as well as relief for middle-income families, the increasing riskiness of investments in education and training has been largely ignored. It was assumed that investments in education and training for the economically disadvantaged would pay off in better labor market opportunities and would help such individuals to prepare themselves for work, while representing an attack on inequality. Futhermore, it has seemed logical to ease the short term burdens of middle-income families through a subsidized loan program. However, the investments of both individuals and the government are no longer risk-free. Liberal arts, and even first professional, degrees do not guarantee lucrative jobs.

While participation in aid programs was extended to include 2-year colleges, technical institutions, and proprietary trade schools, this did not affect the level of demand for workers nor the quality of the supply produced by institutions. In addition, both students and institutions often lack information about the linkages between jobs and training and the hiring practices of employers in different industries.

The data tend to show that the growing default rate for loans is more closely tied to failure of the occupational structure to absorb the products of the postsecondary system than it is willful disregard of debt obligations. The default problem has been particularly acute among students seeking occupational training as an entree into better-paying jobs. Insofar as these aspirations are frustrated by lack of demand, inappropriate training, or outright fraud on the part of selected schools, opportunities are wasted and the outcome is inability to repay an obligation that was unwisely undertaken in the first place.
1978

NTIS PB284139/AS

Projects Completed in Prior Fiscal Years

BRIDGES TO WORK: INTERNATIONAL COMPARISONS OF TRANSITION SERVICES
Dr. Beatrice G. Reubens
1977

Report Descriptors: YOUTH; VOCATIONAL GUIDANCE; SERVICE DELIVERY SYSTEMS; TRANSITION FROM SCHOOL TO WORK; EUROPE; JAPAN; CANADA
Available from Allanheld, Osmun & Co., Publishers, Inc., 19 Brunswick Road, Montclair, N.J. 07042
1977
Also available in book form, Limits of Health Reform: The Search for Realism; Basic Books, Inc., New York, N.Y.

LIMITS OF HEALTH REFORM: THE SEARCH FOR REALISM
Dr. Eli Ginzberg
1974

Report Descriptors: HEALTH CARE INDUSTRY; HEALTH OCCUPATIONS; HOSPITALS; PHYSICIANS; NURSES; EMPLOYMENT AND TRAINING PROGRAM REFORM
Available from Basic Books, Inc., New York, N.Y. 01977

MANPOWER RESOURCES AND EMPLOYMENT EXPANSION: A SERIES OF RELATED NATIONAL AND METROPOLITAN STUDIES

THE HUMAN ECONOMY

Eli Ginzberg
May 1976

Report Descriptors: HUMAN RESOURCES; LABOR SUPPLY; ECONOMICS; LABOR MARKET BEHAVIOR; TRAINING EFFECTIVENESS AND IMPACT; SERVICE DELIVERY SYSTEMS; HUMAN RESOURCE DEVELOPMENT POLICY; LABOR MARKET INFORMATION
Available from McGraw Hill Book Company, N.Y.,N.Y.

PRIDE AGAINST PREJUDICE: WORK IN THE LIVES OF OLDER BLACKS AND YOUNG PUERTO RICAN WORKERS
Dr. Dean W. Morse
February 1977

Report Descriptors: MINORITIES; OLDER WORKERS; BLACKS; PUERTO RICANS; INNER-CITY RESIDENTS; URBAN PROBLEMS; NEW YORK, NEW YORK

NTIS PB266081/AS
Available from Conservation of Human Resources Project, Columbia University, New York, N.Y. 10027.

LABOR MARKETS: SEGMENTS AND SHELTERS
Marcia K. Freedman, assisted by Gretchen Maclachlan
August 1976

Report Descriptors: INDUSTRIAL MOBILITY; LOW INCOME; RACIAL DISCRIMINATION; JOB STRUCTURE; ELITE

OCCUPATIONS; OCCUPATIONAL LICENSING; UPGRADING; UNIONS; POVERTY; OCCUPATIONAL MOBILITY; GHETTO RESIDENTS; UNEMPLOYMENT INSURANCE
Available from Allanheld, Osmun and Company, Publishers, Inc., 19 Brunswick Road, Montclair, N.J. 07042.

SUBURBANIZATION AND THE CITY
Thomas M. Stanback and Richard Knight
August 1976

Report Descriptors: METROPOLITAN AREAS; SUBURBAN LABOR MARKETS; SERVICE INDUSTRIES; WOMEN; WHITE-COLLAR OCCUPATIONS; LABOR FORCE BEHAVIOR; INNER-CITY RESIDENTS; AGE DIFFERENCES; BLACKS; EMPLOYMENT OPPORTUNITIES

NTIS PB266813/AS
Allanheld, Osmun and Co., 19 Brunswick Road, Montclair, N.J. 07042

WORK AND WELFARE IN NEW YORK CITY

POLICY STUDIES IN EMPLOYMENT AND WELFARE, NUMBER 21

Miriam Ostow and Anna B. Dutka
1975

Report Descriptors: WELFARE PROGRAMS; EMPLOYMENT PATTERNS; MIGRANTS; POVERTY; LABOR MARKET BEHAVIOR; LOW-WAGE INDUSTRIES; WELFARE RECIPIENTS; NEW YORK, NEW YORK

NTIS PB262164/AS
Available from The Johns Hopkins University Press, Baltimore, Maryland, 21218, *Policy Studies in Employment and Welfare No. 21* (paperback)

3-010* NATIONAL LONGITUDINAL SURVEYS OF LABOR FORCE BEHAVIOR

THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO
AND
BUREAU OF THE CENSUS
WASHINGTON, D.C.

Dr. Herbert S. Parnes, Center For Human Resource Research, The Ohio State University; and Demographic Surveys Division, Bureau of the Census

Contracts 82-39-72-21 (formerly 81-37-68-21, 81-34-28, 81-37-69-15, 81-37-70-18)—Ohio State University; and 81-08-38 and 20-11-73-06—Bureau of the Census
Project still in progress

Descriptors: LABOR MARKET; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNEMPLOYMENT; AGE DIFFERENCES; EDUCATION; TRAINING; ECONOMIC ANALYSIS AND ECONOMETRICS; SOCIOLOGICAL FACTORS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; DATA SOURCES AND USE

The National Longitudinal Surveys study is probing the relationship of factors influencing the labor force behavior and work experience of four groups: Men, aged 45 to 59; women, 30 to 44; and men and women, 14 to 24 at the beginning of the study. It focuses on the interaction among economic, sociological, and psychological variables that permit some members of a given age-education-occupation group to have satisfactory work experiences while others do not.

The study entails consecutive surveys (most by personal interview) of each group. The interviews have generally been at 1-year intervals in the first 5 years of the surveys. The initial surveys were conducted in 1966 for both groups of men, in 1967 for the women aged 30 to 44, and in 1968 for the women aged 14 to 24. Following the fifth-year personal interviews, a series of two biennial telephone followup interviews was initiated for each of the cohorts. A 10th-year personal interview was conducted for the two male cohorts in 1976, for the older women in 1977, and for the younger women in 1978. Plans are to continue the surveys with two biennial telephone interviews and a 5th-year personal interview. The Bureau of the Census draws the samples and collects and tabulates the data. Ohio State prepares the data-collection schedules, plans the tabulations, analyzes the results, and prepares reports analyzing the data. Reports on many of the annual surveys are reproduced as R&D (research and development) monographs. Tapes containing survey data are available for purchase from The Ohio State University.

THE NATIONAL LONGITUDINAL SURVEYS HANDBOOK (REVISED: NOVEMBER 1977)
Dr. Herbert S. Parnes and others
November 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY; DATA SOURCES AND USE; HANDBOOKS; LITERATURE REVIEW
The handbook is available free from The National Longitudinal Survey Users' Office, Center for Human Resource Research, 1375 Perry St., Suite 585, Columbus, Ohio 43201.

WOMEN AND THE ECONOMY: A BIBLIOGRAPHY AND A REVIEW OF THE LITERATURE ON SEX DISCRIMINATION IN THE LABOR MARKET
Andrew I. Kohen with Susan C. Breinich and Patricia M. Shields
March 1975

Report Descriptors: SEX DISCRIMINATION; MALE/FEMALE; WOMEN

NTIS PB241193/AS

3-010A* THE PRE-RETIREMENT YEARS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF MEN

Descriptors: LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNIONIZATION; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; INTERFIRM MOBILITY; JOB RETENTION; MEN; WAGE

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH

This portion of the National Longitudinal Surveys examines influences on the work behavior and experience of a national sample of men aged 45 to 59 when the study began. It analyzes changes in their labor force behavior and employment status.

Personal interviews were conducted in 1966, 1967, 1969, and 1971; an abbreviated mail survey in 1968; and telephone interviews in 1973 and 1975. A 10th-year personal interview survey and a telephone interview were conducted in 1976 and 1978, respectively. Plans are to continue the surveys beyond 1978, with another telephone interview in 1980, and a 15th-year personal interview in 1981. A third report on men who were 45 to 59 years of age in 1966 describes and analyzes the changes in their labor force and employment status between 1966 (the date of the first survey) and 1969 (the date of the fourth survey). A fourth report has been issued based on the surveys through 1971.

The third report indicates that in most occupations organized workers do better by almost every measure—tenure, pay, pension coverage, for example—than the unorganized. Labor organization is especially vital to blacks. Among nonunion operatives (a job class including such occupations as truckdrivers, assemblers, textile weavers, and welders), white men earned 27 percent more an hour than black men. the differential was 11 percent among unionized operatives.

On the average, there is less discrimination against blacks in union than in nonunion labor markets. Further, relatively more blacks than whites had collective-bargaining coverage. More training equaled higher wages, irrespective of education or personal drive, particularly for black men. Wage differentials were smaller between blacks and whites with training.

Organized workers had longer job tenure, were more attached to their current jobs, and felt that they had more control of their lives.

Unionization also results in greater pension coverage. Pension plans may inhibit interfirm movement among men of this age group. The rate of voluntary job changing between 1966 and 1969 was lower for those with pension coverage than for those without. However, tenure influenced job changing the most. Regardless of pension coverage, job changers were concentrated among men with short tenure. The longer a man's tenure, the more immobile he became.

The fourth report discusses the important influence of the men's health on their labor market position. A substantial minority report health conditions that limit the amount and kind of work they can do; men reporting health limitations have lower hourly and annual earnings and suffer more unemployment; and poor health is important in explaining the lower labor force participation of black men and early withdrawal from the labor force of black and white men. Among the other findings are: (1) Occupational training does not help most middle-aged workers improve their earnings; however, some gains are made by blacks who take earlier training and later enroll in company training programs; (2) positive attitudes toward work and achievement do not benefit blacks as much as they do whites; and (3) whites progress noticeably further than blacks in firms where both are employed.

VOL. 1 (1966 SURVEY)

Herbert S. Parnes, Belton M. Fleisher, Robert C. Miljus, and Ruth S. Spitz
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; LABOR MOBILITY; JOB RETENTION; HEALTH; JOB SATISFACTION; WORK ATTITUDES; RETIREMENT; PENSIONS

NTIS PB180530/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 1, 1970
GPO

VOL. 2 (1967 SURVEY)

Herbert S. Parnes, Karl A. Egge, Andrew I. Kohen, and Ronald M. Schmidt

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR MOBILITY; HEALTH; JOB SATISFACTION; WORK ATTITUDES

NTIS PB192671/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 2, 1970
GPO

VOL. 3 (1968 AND 1969 SURVEYS)

Dr. Herbert S. Parnes, Gilbert Nestel, and Paul J. Andrisani

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; PENSIONS; UNIONIZATION; JOB RETENTION; MEN; WAGE DIFFERENTIALS; RETURNS ON TRAINING; BLACK/WHITE; INTERFIRM MOBILITY; ATTITUDES

NTIS PB212637/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 3, 1973
GPO

VOL. 4 (1966 THROUGH 1971 SURVEYS)

Dr. Herbert S. Parnes, Arvil Van Adams, Paul J. Andrisani, Andrew I. Kohen, and Gilbert Nestel
December 1974

Report Descriptors: LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; INTERFIRM MOBILITY; JOB RETENTION; MEN; WAGE DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH; MOTIVATION; ATTITUDES; TRANSITION FROM WORK TO RETIREMENT
ETA MANPOWER R&D MONOGRAPH NO. 15, VOL. 4, 1975
GPO

MIDDLE-AGE JOB-LOSERS
Herbert S. Parnes and Randall Howard King
March 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; OLDER WORKERS; UNEMPLOYMENT; LABOR MOBILITY

NTIS PB270851/AS

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page v for further information about ordering reports.

EARNINGS DIFFERENTIALS AMONG UNIONIZED WORKERS IN THE PUBLIC AND PRIVATE SECTORS

David Shapiro
July 1976

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; UNIONS; EARNINGS; PUBLIC SECTOR

3-610B* YEARS FOR DECISION: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN

Descriptors: EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; JOB SATISFACTION; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; LABOR MARKET BEHAVIOR; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; INTERFIRM MOBILITY; CAREER GOALS

This study examines the transition from school to work and the early labor market experience of young women who were 14 to 24 years old in 1968. It seeks to identify changes in educational and career aspirations, work experience, and factors influencing the changes between surveys and eventually over the entire period covered by the surveys.

This portion of the National Longitudinal Surveys included annual personal interviews from 1968 to 1973. They were continued through biennial telephone interviews and a 10th-year personal interview in 1978. Plans are to continue the surveys beyond 1978, with two telephone interviews and a 15th-year personal interview.

As the young women increased their education and experience, they were more realistic about the likelihood of their employment at age 35; but they maintained unrealistically high occupational goals. Most realistic were college graduates, especially blacks, who aspired to professional and managerial jobs; least realistic were the considerable number with less than a high school education who had similar aspirations. The substantial number of women who had changed employers enjoyed greater increases in wage rates and job satisfaction than nonchangers. Apparently early job shifts lead to better adjustments to the labor market, which produced greater stability on a job.

A fourth report examined the educational, labor market, and family experiences of young women from 1968 to 1973. It found that: (1) There were dramatic changes in women's attitudes toward working outside the home and in their actual work force participation. (For example, the number of women who would work even if their husbands disapproved more than doubled, rising from 12 to 27 percent.) (2) Although more women are entering the labor force, they continue to occupy the low-paying, traditionally female positions. (3) Many women continued to work during most of their pregnancy and returned to work shortly after their children were born. (4) There was substantial marital disruption in the sample. In the 5-year period, 1 out of 8 white women and 1 out of 3 black women went through divorce or marital separation. Marriage breakups resulted in a sizable drop in women's income level. (5) When asked what they expected to be doing at age 35, most young women mentioned home and family first. Thus it is important to encourage young women to obtain the job skills needed for a longer working career than they expect.

VOL. 1 (1968 SURVEY)

John R. Shea, Roger D. Roderick, Frederick A. Zeller, and Andrew I. Kohen
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; SOCIOLOGICAL FACTORS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; TRANSITION FROM SCHOOL TO WORK; STUDENTS; EMPLOYMENT PATTERNS; JOB RETENTION; WORK ATTITUDES; CHILD DAY CARE; EDUCATIONAL ASPIRATIONS

NTIS PB201289/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 1, 1971
GPO

VOL. 2 (1969 SURVEY)

Roger D. Roderick, with the assistance of Joseph M. Davis
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; TRANSITION TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; GEOGRAPHIC MOBILITY; JOB SATISFACTION; VOCATIONAL GUIDANCE; EDUCATION; CURRICULUMS; YOUNG WOMEN

NTIS PB220735/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 2, 1974
GPO

VOL. 3

Roger D. Roderick and Andrew I. Kohen
1973

Report Descriptors: EDUCATION; TRAINING; BLACK/WHITE; YOUNG WOMEN; LABOR FORCE PARTICIPATION; INTERFIRM MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; UNEMPLOYMENT; JOB SATISFACTION; NATIONAL LONGITUDINAL SURVEYS

NTIS PB232331/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 3, GPO

VOL. 4

Frank L. Mott, Steven H. Sandell, David Shapiro, Patricia K. Brito, Timothy J. Carr, Rex C. Johnson, Carol L. Jusenius, Peter J. Koenig, and Sylvia F. Moore
November 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; LABOR FORCE PARTICIPATION; EDUCATION; OCCUPATIONAL CHOICE; MARITAL STABILITY

CAUSES OF DIFFERENTIALS IN EARLY LABOR MARKET SUCCESS AMONG YOUNG WOMEN

Andrew I. Kohen and Roger D. Roderick
1972

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: YOUNG WOMEN; WAGE DIFFERENTIALS; CAREER PATTERNS
In *Proceedings of the Social Statistics Section, American Statistical Association*, 1972.

PROSPECTIVE FERTILITY AMONG WOMEN IN THE UNITED STATES: THE DETERMINANTS OF FERTILITY EXPECTATIONS AND IDEALS
Richard L. Shortlidge, Jr. and Andrew I. Kohen
June 1975

Report Descriptors: YOUNG WOMEN; ASPIRATIONS; ATTITUDES; EMPLOYMENT; CHILDREN; FERTILITY

NTIS PB242791/AS

HOW WOMEN ARRANGE FOR THE CARE OF THEIR CHILDREN WHILE THEY WORK: A STUDY OF CHILD CARE ARRANGEMENTS, COSTS, AND PREFERENCES IN 1971.
Richard L. Shortlidge, Jr. and Patricia K. Brito
January 1977

Report Descriptors: MOTHERS; CHILD DAY CARE; LABOR FORCE PARTICIPATION

THE DETERMINANTS AND CONSEQUENCES OF OCCUPATIONAL INFORMATION FOR YOUNG WOMEN
Frank L. Mott and Sylvia F. Moore
April 1976

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; OCCUPATIONAL INFORMATION; TESTING

NTIS PB270890/AS

CAREER PATTERNS OF A NATIONAL SAMPLE OF WOMEN
Louise Vetter and David W. Stockburger
1974

Report Descriptors: YOUNG WOMEN; WOMEN; CAREER PATTERNS
Available from The Center for Vocational and Technical Education, The Ohio State University, 1974.

RACIAL DIFFERENCES IN FEMALE LABOR FORCE PARTICIPATION: TRENDS AND IMPLICATIONS FOR THE FUTURE
Dr. Frank L. Mott
May 1978

Report Descriptors: EMPLOYMENT; WOMEN; BLACKS; EARNINGS; NATIONAL LONGITUDINAL SURVEYS; ATTITUDES

WORK EXPECTATIONS, HUMAN CAPITAL ACCUMULATION, AND THE WAGES OF YOUNG WOMEN
Dr. Steven H. Sandell, Dr. David Shapiro, and Research Associates
April 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; LABOR FORCE BEHAVIOR; ECONOMIC ANALYSIS AND ECONOMETRICS

WORK AND FAMILY IN THE SCHOOL LEAVING YEARS: A COMPARISON OF FEMALE HIGH SCHOOL GRADUATES AND DROPOUTS
Frank L. Mott and Lois B. Shaw
May 1978

Report Descriptors: WOMEN; BLACK/WHITE; EARNINGS; EDUCATION; UNEMPLOYMENT; CHILDREN

THE CAUSES OF MARITAL DISRUPTION AMONG AMERICAN WOMEN: AN INTERDISCIPLINARY PERSPECTIVE
Frank L. Mott and Sylvia F. Moore
September 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; UNIONS; EARNINGS; PUBLIC SECTOR

COUNTING YOUTH: A COMPARISON OF YOUTH LABOR FORCE STATISTICS IN THE CURRENT POPULATION SURVEY AND THE NATIONAL LONGITUDINAL SURVEYS
Michael E. Borus, Frank L. Mott, and Gilbert Nestel
July 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY; YOUNG MEN; YOUNG WOMEN; EMPLOYMENT; UNEMPLOYMENT

3-010C* CAREER THRESHOLDS: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH

Descriptors: BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; NATIONAL LONGITUDINAL SURVEYS; DROPOUTS; INTERFIRM MOBILITY; WORK ATTITUDES

This portion of the National Longitudinal Surveys examines the transition from school to work and the early labor market experience of a national sample of young men who were 14 to 24 years of age in 1966. It identifies changes over time in their educational and career aspirations, employment and unemployment experience, and other factors affecting work experience, including attitudes, socioeconomic background, and education.

There were personal interviews every year from 1966 to 1971, telephone surveys in 1973 and 1975, and a 10th-year interview in 1976. Plans are for telephone interviews in 1978 and 1980 and a 15th-year personal interview in 1981.

A comparison of the labor market experiences of out-of-school high school graduates and nongraduates shows that the graduates fared better, despite their shorter labor market exposure. They showed a stronger commitment to work and sense of personal effectiveness. The data on unemployment and on hourly earnings indicate that young black men were hurt more than the young white men by dropping out of school.

Young men initially in jobs with lower pay and satisfaction generally changed jobs more often and improved their position. A greater proportion of blacks than whites changed jobs. Both black and white job changers experienced more unemployment than did nonchangers. This held down the increase in annual earnings for whites, but not for blacks.

Controlling for age, education, and occupation did not alter the intercolor difference in occupational movement, which widened the socioeconomic disparity between blacks and whites.

The fifth report examined the impact of collective-bargaining coverage on the 1969-70 labor market experiences of young male blue-collar workers. It showed that collective-bargaining coverage has a substantial net impact on the hourly earnings of both white and black men in the early stages of their work careers. Furthermore, unionized blacks experienced much less unemployment than did their nonunionized counterparts.

The sixth volume analyzed six years of labor market experience for respondents who were interviewed annually from 1966-71. In 1971 the respondents were ages 19-29 and therefore many had made important decisions about the world of work they would enter or had already entered. The volume analyzes several interrelated aspects of the educational and labor market experiences of the young men. Individual chapters focus on: (1) Processes of goal formation and revision. The findings indicate that the net effects of social class on aspiration levels is insignificant for blacks and, for whites it is far less than might have been anticipated; (2) accumulation of human capital which is found to play important and independent roles in the achievement of labor market success of young men; (3) the consequences of occupational mobility. Findings show that the absolute size of the gain was considerably smaller for blacks than whites; (4) dimensions of youth unemployment; and (5) the determinants and consequences of military service during the Vietnam Era. Regarding the last, the results show that the socioeconomic background of veterans, after controlling for education and ability, exhibited no independent direct effect upon the likelihood of service. In addition, after taking into account various background factors, it was found that youth who had completed only their high school education served in the military in disproportionate numbers.

VOL. 1 (1966 SURVEY)

Herbert S. Parnes, Robert C. Miljus, and Ruth S. Spitz
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR; BLACK/WHITE; CAREER PATTERNS; EDUCATION; TRAINING; SOCIOLOGICAL FACTORS; VOCATIONAL EDUCATION; JOB SEARCH; VOCATIONAL GUIDANCE; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; CAREER GOALS; YOUNG MEN; EDUCATIONAL ASPIRATIONS

NTIS PB183539/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 1, 1970
GPO

VOL. 2 (1967 SURVEY)

Frederick A. Zeller, John R. Shea, Andrew I. Kohen, and Jack A. Meyer
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; EDUCATION; TRAINING; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; BLACK/WHITE; DROPOUTS; YOUNG MEN

NTIS PB201288/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 2, 1971
GPO

VOL. 3 (1968 SURVEY)

Andrew I. Kohen and Herbert S. Parnes
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK; LABOR MARKET BEHAVIOR; EDUCATIONAL ASPIRATIONS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; JOB SATISFACTION; BLACK/WHITE; CAREER GOALS; YOUNG MEN

NTIS PB201287/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 3, 1971
GPO

VOL. 4 (1969 SURVEY)

Andrew I. Kohen, with the assistance of Paul Andrisani
January 1973

Report Descriptors: BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; WORK ATTITUDES; NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK

NTIS PB220734/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 4, 1974
GPO

VOL. 5 (1969 AND 1970 SURVEYS)

Paul J. Andrisani and Andrew I. Kohen
April 1975

Report Descriptors: BLACK/WHITE; UNIONS; EARNINGS; UNEMPLOYMENT; BLUE-COLLAR WORKERS; YOUNG MEN; NATIONAL LONGITUDINAL SURVEYS

NTIS PB243396/AS
ETA MANPOWER RESEARCH MONOGRAPH, NO. 16, VOL. 5, 1975

VOL. 6

Andrew I. Kohen, John T. Grasso, Steven C. Myers, and Patricia M. Shields
March 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; LABOR MARKET BEHAVIOR; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK; VETERANS

NTIS PB266221/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

KNOWLEDGE OF THE WORLD OF WORK: A TEST OF OCCUPATIONAL INFORMATION FOR YOUNG MEN
Dr. Andrew I. Kohen and Susan C. Breinich
1974

Report Descriptors: OCCUPATIONAL INFORMATION; YOUNG MEN; TESTING
Available from The Ohio State University Center for Human Resource Research.

THE EFFECTS OF RACE AND SEX DISCRIMINATION ON EARLY CAREER EARNINGS
Andrew I. Kohen and Roger D. Roderick
June 1975

Report Descriptors: YOUNG MEN; YOUNG WOMEN; BLACK/WHITE; SEX DISCRIMINATION; DISCRIMINATION

NTIS PB242772/AS

THE CONTRIBUTIONS OF VOCATIONAL EDUCATIONAL TRAINING AND WORK EXPERIENCE TO THE EARLY CAREER ACHIEVEMENTS OF YOUNG MEN
John T. Grasso
July 1975

Report Descriptors: YOUNG MEN; VOCATIONAL EDUCATION; HIGH SCHOOLS; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MARKET BEHAVIOR

THE DEMAND FOR COLLEGE: THE EFFECT OF LOCAL COLLEGES ON ATTENDANCE
Steven H. Sandell
June 1976

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; EDUCATIONAL ASPIRATIONS; UNIVERSITIES AND COLLEGES

THE DETERMINANTS OF SERVICE IN THE ARMED FORCES DURING THE VIETNAM ERA
Patricia M. Shields
December 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; STATUS; ARMED FORCES; HEALTH; BLACK/WHITE

THE LABOR MARKET CONSEQUENCES OF DROPPING OUT OF HIGH SCHOOL
Randall Howard King
September 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; DROPOUTS; YOUNG MEN; YOUNG WOMEN; RETURNS ON EDUCATIONAL INVESTMENT; EMPLOYMENT

3-010D* DUAL CAREERS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF WOMEN

Descriptors: WOMEN; LABOR FORCE PARTICIPATION; LABOR MOBILITY; CHILD DAY CARE; MATURE WORKERS; JOB SATISFACTION; WORK ATTITUDES; LABOR MARKET BEHAVIOR; FAMILIES; TURNOVER; HEALTH; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; JOB SEARCH

This portion of the National Longitudinal Surveys examines: (1) Determinants of the labor force participation and experience of a national sample of mature women, many of whom were returning to the labor market after a period of absence spent fulfilling family responsibilities; (2) changes in work plans, the relationship between age of children and working, education, and job search problems; and (3) the possible effects of child-care facilities on labor force participation.

Personal interviews were conducted in 1967, when the women were 30 to 44 years of age, and in 1969, 1971, and 1972. A brief questionnaire was mailed in 1968. Telephone interviews were conducted in 1974 and 1976, and a 10th-year personal interview was held in 1977. Plans call for telephone interviews in 1979 and 1982 and a 15th-year personal interview in 1982.

The first and second followup reports examined primarily changes in the women's labor force and employment status between 1967 and 1969 and how they were related to changes in personal and family characteristics.

Labor force participation noticeably increased among married women who: (1) Had children under 6 years of age in 1967 but not in 1969; (2) had more children in college in 1969 than in 1967; (3) reported in 1967 that they "expected to be working" 5 years hence, rather than "staying home," "going to school," etc. (asked of women not in the labor force in 1967); (4) received training or a degree, diploma, or certificate after the initial survey, which the authors see as a manifestation of an already strong work commitment; and (5) had white-collar husbands (and were white with children under age 6 in 1967, but not in 1969), suggesting that more easily available child-care facilities would produce the greatest labor force increase among the relatively well-to-do.

Few of the married women not in the labor force (less than 1 percent of the whites and only 3 percent of the blacks) reported that their reason for not looking for work was inability to find work. Family responsibilities were mentioned most often.

Interfirm mobility was high among women who, in 1967, were in low-paying or short tenure jobs or disliked their jobs. Job changers were more likely to have had pay increases than were nonchangers. The third followup report examines the demand for child-care facilities and movement into and out of traditionally female occupations. Black and white women in atypical occupations in 1971 had higher average hourly rates of pay than those in typically female jobs. While white women moved out of traditionally female occupations over the 1967-71 period, black women tended to enter these occupations.

A significant number of women, would like to utilize organized day care. For every mother of a preschool child who was using a day-care center or home, there were three who would have liked to use one. The lack of adequate child care prevented 5 percent of the white and 26 percent of the black mothers of children under 6 from looking for work. The study suggests, however, that the demand for day care results more from the unavailability of family members to care for children than from a preference for organized day-care arrangements.

The fourth followup report analyzes several aspects of the women's labor market experience and behavior dur-

ing 1967-72. For this cohort, the 5 years produced a general improvement in labor market position. There was considerable stability in labor force status not only during this period, but also over the entire working lives of the women. However, only a minority established "careers" in the sense of having worked in the same or related occupations for as much as three-fourths of their time since leaving school. This proportion is as high as one-half among the never married (without children), about one-third among the ever married without children, but only 7 percent among the ever married with children. Nevertheless, married women who are employed make substantial contributions to family income—one-fourth on the average for white women and one-third for blacks.

The findings show that, irrespective of marital status, the women's labor market success is related to their previous investments in human capital—number of years of schooling, training outside the formal educational system, and extent of work experience. Work experience, however, is not uniformly important, having little influence on low-skilled jobs.

Women's "tastes" and attitudes are strongly related to their labor market behavior. Specifically, if a woman has "liberated" views on the propriety of labor market participation by the mothers of young children, she is more likely to have pursued a career. If employed, she is more likely to have persons other than family members care for her children.

Black women fare less well than white women, in most respects, even when factors affecting their relative productivities (e.g., education) are controlled.

Beyond combating whatever sex discrimination may exist and enhancing labor market options by continuing to increase child-care services, labor market policies relating to women should be no different from those for men.

VOL. 1 (1967 SURVEY)

John R. Shea, Ruth S. Spitz, and Frederick A. Zeller
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; SOCIOLOGICAL FACTORS; BLACK/WHITE; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; HEALTH; EDUCATION; TRAINING; CHILD DAY CARE; COMMUTING; WORK SCHEDULES; OCCUPATIONAL MOBILITY; GEOGRAPHIC MOBILITY; EARNINGS; WORK ATTITUDES; JOB SATISFACTION; JOB RETENTION

NTIS PB193239/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 1, 1970
GPO

VOL. 2 (1969 SURVEY)

John R. Shea, Sookon Kim, and Roger D. Roderick

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; ROLE MODELS; ATTITUDES; WORK ROLES; LABOR MOBILITY; LABOR FORCE PARTICIPATION

NTIS PB214569/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 2, 1973
GPO

VOL. 3 (1967, 1969, AND 1971 SURVEYS)

Carol L. Jusenius and Richard L. Shortlidge, Jr.
February 1975

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/WHITE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY; JOB SATISFACTION; EARNINGS; FAMILIES; LABOR MOBILITY; MOTHERS; CHILD DAY CARE; OCCUPATIONAL CHOICE

NTIS PB241192/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 3

VOL. 4 (1967, 1969, 1971, AND 1972 SURVEYS)

Herbert S. Parnes, Carol L. Jusenius, Francine Blau, Gilbert Nestel, Richard L. Shortlidge, Jr., and Steven H. Sandell
December 1975

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/WHITE; OCCUPATIONAL MOBILITY; LABOR FORCE PARTICIPATION; CHILD DAY CARE

NTIS PB250512/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 4, 1975

THE THEORY OF HUMAN CAPITAL AND THE EARNINGS OF WOMEN: A RE-EXAMINATION OF THE EVIDENCE
Dr. Steven H. Sandell and Dr. David Shapiro
September 1975

Report Descriptors: WOMEN; JOB RETENTION; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; EARNINGS

THE MATURE WOMEN'S COHORT: A SOCIOECONOMIC OVERVIEW
Dr. Frank L. Mott
April 1978

Report Descriptors: WOMEN; NATIONAL LONGITUDINAL SURVEYS; EARNINGS; EMPLOYMENT; BLACKS; ATTITUDES

IS THE UNEMPLOYMENT RATE OF WOMEN TOO LOW? A DIRECT TEST OF THE ECONOMIC THEORY OF JOB SEARCH
Dr. Steven H. Sandell
May 1978

Report Descriptors: UNEMPLOYMENT; WOMEN; NATIONAL LONGITUDINAL SURVEYS; WAGES; LABOR MARKET BEHAVIOR

ECONOMIC CONSEQUENCES OF MARITAL DISRUPTION FOR WOMEN IN THEIR MIDDLE YEARS
Lois B. Shaw
June 1978

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; ECONOMIC STATUS; BLACK/WHITE; EMPLOYMENT; EARNINGS

3-010F* NATIONAL LONGITUDINAL SURVEYS CLEARINGHOUSE

Descriptors: DATA SOURCES AND USE; INFORMATION SYSTEMS; NATIONAL LONGITUDINAL SURVEYS

This project makes the National Longitudinal Surveys (NLS) data base available to employment and training and social science researchers throughout the country. The Ohio State University Center for Human Resource Research has prepared computer tapes containing the NLS data base. It serves as a national clearinghouse for information relating to the data files, as well as to ongoing and completed research utilizing the data.

All known users of the NLS data files have been requested to tell the Center about any problems they uncover in the data files, so that, other users can be informed and corrective action taken. Through a quarterly questionnaire, the Center requests tape users to provide brief descriptions of research in progress, to list the titles of completed research reports, and to send a file copy of each report to the Center. A quarterly NLS newsletter issued by the Center publicizes all such information to keep all members of the NLS research community apprised of work going on elsewhere.

3-010F* PASSWAYS INTO THE WORLD OF WORK: EXPERIENCES OF YOUTH

Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET; EDUCATION; EMPLOYMENT PATTERNS; BLACK/WHITE; YOUNG MEN; YOUNG WOMEN; SPANISH-SPEAKING AMERICANS; DISADVANTAGED

Two new cohorts are being added to the NLS: national samples of 6,000 young women and 6,000 young men between the ages of 14 and 21, with overrepresentation of blacks, Hispanics, and economically disadvantaged whites. They are to be interviewed for the first time in early 1979, with annual interviews planned for the following 4 years. The National Opinion Research Center is conducting the fieldwork.

The study's objectives include: (1) exploring in greater depth than has hitherto been possible the complex of economic, social, and psychological causes of variation in the labor market experiences of youth; (2) evaluating different public programs designed to improve the labor market position of youth; and (3) analyzing the impact of a changing socioeconomic environment on the educational and labor market experiences of youth, by comparing data from the present study with those yielded by the surveys of the earlier NLS cohorts of young men (1966) and young women (1968).

3-011* POSTDOCTORAL GRANT AWARDS FOR SPECIAL RESEARCH ANALYZING DATA FROM THE NATIONAL LONGITUDINAL SURVEYS

NATIONAL LONGITUDINAL SURVEYS
Project still in progress

These research studies—awarded under a special grant competition—are analyzing data from the National Longitudinal Surveys (NLS) that are likely to have significant implications for employment and training policies and programs. The researchers are studying data from each of the four NLS cohorts: Young men and women aged 14 to 24 (at the time of initial interview), who are recent entrants to the labor force; women aged 30 to 44, who are likely to be returning to the work force after last child enters school; and men aged 45 to 59 and in their preretirement years. The specific projects are listed below.

3-012* UNEMPLOYMENT AND UNSTABLE WORK CAREERS: A STUDY OF THE EFFECTS OF EARLY WORK EXPERIENCE ON FUTURE EMPLOYMENT PROSPECTS OF YOUNG MEN

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Burton Singer

Grant 21-36-78-43
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; UNEMPLOYMENT; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-013* WHY WOMEN WORK: AN ANALYSIS OF THE ECONOMIC AND PERSONAL REASONS

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Dr. Clair B. Vickery

Grant 21-06-78-44
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE BEHAVIOR; WOMEN; HOUSEHOLDS

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-014* RACIAL DISCRIMINATION AND OCCUPATIONAL CHOICE: ESTIMATES BASED ON A SAMPLE OF YOUNG MEN

UNIVERSITY OF NORTH CAROLINA
GREENSBORO, N.C.

Dr. G. Donald Jud

Grant 21-37-78-45
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; DISCRIMINATION; OCCUPATIONAL CHOICE

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-015* CYCLICAL ECONOMIC ACTIVITY AND THE LABOR MARKET

WILLIAMS COLLEGE
WILLIAMSTOWN, MASS.

Dr. Samuel Rosenberg

Grant 21-25-78-46
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; MEN; LABOR MARKET BEHAVIOR; BLACK/WHITE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-016* RACE, LABOR TURNOVER, AND MALE EARNINGS

UNIVERSITY OF CALIFORNIA
SANTA BARBARA, CALIF.

Dr. George J. Borjas

Grant 21-06-78-47
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; MEN; WAGES; BLACK/WHITE; TURNOVER; LABOR MOBILITY

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-017* AN ANALYSIS OF EMPLOYMENT AND EARNINGS: DIFFERENCES IN THE EARLY CAREERS OF MEN AND WOMEN

SMITH COLLEGE
NORTHAMPTON, MASS.

Dr. Robert K. Buchele

Grant 21-25-78-48
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EMPLOYMENT; EARNINGS; YOUNG MEN; YOUNG WOMEN; SEX DISCRIMINATION

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-018* CAUSAL MODELS OF STABILITY AND CHANGE IN WOMEN'S WORK-RELEVANT ATTITUDES AND EMPLOYMENT BEHAVIOR

UNIVERSITY OF CONNECTICUT
STORRS, CONN.

Dr. Myra Marx Ferree

Grant 21-09-78-49
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; ATTITUDES; EMPLOYMENT

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-019* A STUDY OF WAGE DYNAMICS BASED ON THE NATIONAL LONGITUDINAL SURVEYS

NATIONAL OPINION RESEARCH CENTER
CHICAGO, ILL.

Dr. Nicholas Kiefer

Grant 21-17-78-50
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EARNINGS; MEN; YOUNG MEN; BLACK/WHITE

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-020* DETERMINANTS OF SUCCESSFUL REENTRY OF OLDER WOMEN INTO THE LABOR FORCE

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Dr. Eileen Appelbaum

Grant 21-42-78-51
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR FORCE BEHAVIOR; EMPLOYMENT; PART-TIME EMPLOYMENT

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-021* Job Shopping Among Young Men

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Dr. William Clint Johnson

Grant 21-51-78-52
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; YOUNG MEN; TURNOVER; WAGES

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-022* Earnings Mobility of Primary Earners in Households with Low Earnings

BOWDOIN COLLEGE
BRUNSWICK, MAINE

Dr. Peter Gottschalk

Grant 21-23-78-53
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EARNINGS; LOW INCOME; LABOR MOBILITY

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-023* The Structure and Determinants of Youthful Unemployment: An Empirical Analysis of Black/White, Male-Female Differences

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Harold Watts

Grant 21-36-78-54
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; YOUTH; UNEMPLOYMENT; MALE/FEMALE

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-024* Women's Labor Force Participation and Fertility: Evidence from the National Longitudinal Surveys

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Eileen Crimmins

Grant 21-42-78-[illegible]
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EMPLOYMENT; YOUNG WOMEN; FERTILITY; LABOR FORCE BEHAVIOR

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

3-025* Social Science Research Council Conference on the National Longitudinal Surveys

SOCIAL SCIENCE RESEARCH COUNCIL
NEW YORK, N.Y.

Dr. Robert Parke

Grant 21-36-77-36
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MOBILITY; BLACK/WHITE; LABOR MARKET BEHAVIOR; MALE/FEMALE; METHODOLOGY

The Social Science Research Council held a 2-day conference in October 1977, in Washington, D.C., on the future uses of the National Longitudinal Surveys (NLS). It brought together researchers from economics, sociology, psychology, and statistics to present and discuss suggestions for the future content and analysis of the surveys.

A major paper presented at the conference reviewed the research uses of the NLS data. Other papers covered the storage, retrieval, and analysis of life history data, as well as topics like future labor force issues, discrimination, quality of work life, the family, job search, transition from school to work, and social-psychological issues.

The conference produced many research ideas that could be addressed in the future by the NLS, including: (1) Individual adjustments in labor force behavior to later stages in the family life cycle, and the causes and consequences of recent changes in these adjustments, e.g., the increase in female labor force participation and the increased number of dual-earner families; (2) the labor force orientation provided by the family, the education system, and the work experience itself; (3) the social networks by which individuals relate to the labor market; and the structural determinants of labor force discrimination and job finding; and (4) methodological issues, such as the need to include population groups previously excluded (e.g. persons in the military), to have a program of ancillary methodological studies to examine the validi-

ty and reliability of existing measures, and to perfect and test new content before it is incorporated in the NLS.

3-026* Social Security and the Labor Supply of Older Men

THE UNIVERSITY OF WESTERN ONTARIO
LONDON, ONTARIO, CANADA

Dr. Geoffrey Carliner

Grant 21-91-78-56
Project still in progress

Descriptors: AGING; EARNINGS; LABOR SUPPLY; OLDER WORKERS; PENSIONS; RETIREMENT

The major objective of this project is to estimate the effects of social security benefits and the associated earnings test on retirement rates of men over 62. From these estimates, the researcher will predict possible changes in social security pensions, reductions in the tax rate implicit in the earnings test, increases in benefit levels, and changes in the age of eligibility for early or full retirement. A secondary objective is to gain a fuller understanding of the effects of different aspects of aging on earnings and labor supply. These include ill health, forced retirement, other layoffs, and the availability of private pension income.

To accomplish these objectives, the researcher will analyze National Longitudinal Survey data for the period 1966-76 on 5,000 men aged 45 to 59 in 1966, using multiple regression techniques to estimate labor supply functions.

3-027* Theory and Estimation of Labor Supply Functions

THE RAND CORPORATION
SANTA MONICA, CALIF.

Dr. John Cogan

Grant 21-06-77-18
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; ELASTICITY OF LABOR SUPPLY; WOMEN

This study is analyzing fixed costs of labor market entry and their implications for labor supply behavior. The researcher is estimating structural labor supply models that incorporate the effects of fixed money and/or time costs of entry into the labor force. Since these fixed costs (i.e., child care, transportation, cost of work in the home, etc.,) may be important determinants of the labor force participation rate and hours worked for married women, the models use data from the National Longitudinal Survey of women aged 30 to 44.

Results from the analysis will be compared with previous studies of labor force behavior and will identify implications for design and impacts of various employment and income maintenance programs. They will include public employment and training programs and the impact of subsidized day-care programs and imposition of a negative income tax on married women's labor supply.

In addition to this major investigation of fixed costs of labor market entry, several other labor supply topics will be examined to a lesser extent. A complete family labor supply model that incorporates the fact that over half of all married women are not labor force participants will be estimated. Work on this topic will center on the male labor supply function and will use data from the NLS as well as the Income Dynamics Panel conducted by the University of Michigan's Survey Research Center. The goal of this part of the project is to further develop the empirical foundations of labor market behavior in the context of family decisionmaking.

3-028 Wage Versus Job Competition

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 21-25-73-36
Project completed fiscal year 1976
Dr. Lester C. Thurow
January 1975

Report Descriptors: INCOME; INCOME DIFFERENTIALS; EDUCATION; HUMAN RESOURCE DEVELOPMENT POLICY; RETURNS ON EDUCATIONAL INVESTMENT; ON-THE-JOB TRAINING (OJT); DISCRIMINATION

NTIS PB255348/AS
Basic Books: Generating Inequality: Mechanics of Distribution in the U.S. Economy

3-029* Work Experience and Lifetime Earnings

NATIONAL BUREAU OF ECONOMIC RESEARCH
NEW YORK, N.Y.

Dr. Jacob Mincer

Agreement 20-11-77-22
Project still in progress

Descriptors: JOB MOBILITY; MIGRATION; EARNINGS

This study analyzes the effects of work experience on the structure of wages in the United States. Work experience is defined broadly to include job mobility, geographic migration, occupational progress on the job, unemployment, and hours of work. The empirical effort will utilize primarily the four National Longitudinal Surveys of men and women and the Coleman-Rossi Retrospective Life Histories Survey of men. Considerable work with each of these data files has already been done and an extensive research monograph is expected to result from this project, being funded jointly with the National Science Foundation.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

3B. LABOR FORCE, LABOR MARKET — SPECIFIC SECTORS AND COHORTS

3-030* Assessment of Factors Determining the Availability of U.S. Workers for the East Coast Apple Harvest

MILLER & BYRNE, INC.
WASHINGTON, D.C.

Ruth Blau

Contract 20-11-78-52
Project still in progress

Descriptors: LABOR SHORTAGES; SEASONAL EMPLOYMENT; LABOR CERTIFICATION PROGRAM; FARMWORKERS

The objective of this study is to develop an understanding of the labor demand-supply dynamics of the East Coast apple harvest, particularly as they affect the need for workers and the use or nonuse of domestic and foreign workers. The study will develop knowledge about the factors that enhance or impede the recruitment and use of domestic workers to harvest apples. It will also try to provide insights into why growers differ in their reliance on imported harvest workers.

The contractor will: (1) Review legal and technical literature and documents and available Labor Certification Program data, and (2) interview Federal, State, and local employment service staff, apple growers, and workers in both areas importing labor and ones using domestic workers.

3-031 Base Line Study of Urban and Rural Nonreservation Indian Employment and Training Programs

NATIVE AMERICAN CONSULTANTS, INC.
ARLINGTON, VA.

A. Patrick Hanes

Contract 20-51-76-53
Project completed fiscal year 1978

Descriptors: INDIANS; MINORITIES; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; SUPPORTIVE SERVICES; URBAN PROBLEMS; DISCRIMINATION

The contractor completed a baseline research study and has provided information on factors affecting the success of CETA programs sponsored by urban and rural nonreservation Indians. This information has been compiled into a report on model Indian urban employment and training center functions and operations.

During Phase II, this information has been documented into four 15-minute films for use by all urban and rural nonreservation Indian prime sponsors for study and replication.

The films deal with: (1) Outreach and recruitment; (2) training and other employment services; (3) job development and placement; and (4) followup and supportive services.

PHASE I ACTIVITIES
February 1977

Report Descriptors: INDIANS; SUPPORTIVE SERVICES; EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; HIRING PRACTICES; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; VIRGINIA

NTIS PB268404/AS

BASE LINE STUDY OF URBAN AND RURAL NONRESERVATION INDIAN EMPLOYMENT AND TRAINING PROGRAMS
December 1977

Report Descriptors: INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN PROBLEMS; EMPLOYER ATTITUDES; HIRING PRACTICES; CETA SERVICES AND PLANNING; HANDBOOKS

NTIS PB268404/AS

OUTREACH AND RECRUITMENT BY URBAN INDIAN CENTERS
Comprenetics, Inc.
March 1978
Division of Indian and Native American Programs, Office of National Programs, ETA Room 6402, 601 D St. N.W., Washington, D.C. 20213

TRAINING AND OTHER MANPOWER SERVICES BY URBAN INDIAN CENTERS
Comprenetics, Inc.
March 1978
Division of Indian and Native American Programs, Office of National Programs, ETA, Room 6402, 601 D St. N.W., Washington, D.C. 20213

JOB DEVELOPMENT AND PLACEMENT BY URBAN INDIAN CENTERS
Comprenetics, Inc.
March 1978
Division of Indian and Native American Programs, Office of National Programs, ETA, Room 6402, 601 D St. N.W., Washington, D.C. 20213

FOLLOWUP AND SUPPORTIVE SERVICES BY URBAN INDIAN CENTERS
Comprenetics, Inc.
March 1978
Division of Indian and Native Americans Programs, Office of National Programs, ETA, Room 6402, 601 D St. N.W., Washington, D.C. 20213

3-032 Birth Expectations and Working Plans of Young Women: Changes in Role Choices

BUREAU OF THE CENSUS
WASHINGTON, D.C.

Contract 20-11-74-15
Project completed fiscal year 1976
Larry E. Suter, Linda J. Waite, and Ross M. Stolzenberg
April 1976

Report Descriptors: YOUNG WOMEN; MOTHERS; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; FERTILITY; ATTITUDES

NTIS PB251980/AS

3-033* The Changing Job Market for Young Persons

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Richard B. Freeman

Grant 21-25-78-19
Project still in progress

Descriptors: YOUTH; BLACKS; LABOR FORCE PARTICIPATION; EARNINGS; CAREER PATTERNS; UPGRADING

This study will use interviews and econometric analyses to investigate various aspects of the youth labor market. The researcher will attempt to: (1) Quantify major changes in the economic position of young persons, documenting these effects both overall and by such characteristics as sex and education; (2) explain the decline in the income of young relative to older workers in terms of changes in supply and demand relationships. To do so, the researcher will estimate the elasticity of substitution between younger and older workers; and (3) analyze the pattern of economic advancement of young persons entering the job market and assess the permanence of changes in their position. This analysis will include a comparison of promotion rates and college experiences for blacks and whites.

The study will evaluate the active market hypothesis that changes in the supply and demand balance have more effect on young workers than older ones with job tenure. Finally, it will consider the implication for education, employment, and training policy of changes in the relative number and economic status of young workers.

3-034* Characteristics of Non-Apprehended and Apprehended Undocumented Residents in the Los Angeles Labor Market: An Exploratory Study

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Dr. Maurice D. Van Arsdol, Jr.

Contract 20-06-77-16
Project still in progress

Descriptors: IMMIGRANTS; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; ALIENS; CALIFORNIA, LOS ANGELES

The researchers are analyzing data on the social and labor force charactistics of a relatively large number of nonapprehended undocumented aliens from Mexico. The data are on 4,500 persons who have requested information from One Stop Immigration Center, Inc., a Los Angeles community agency that provides assistance to those aliens who feel they may qualify for permanent residence.

The researchers also will: (1) Compare the social, labor force, and economic assimilation characteristics of the previously apprehended and not previously apprehended segments of this sample (about 80 percent of the 4,500 persons have not been previously apprehended); (2) compare the social, labor force, and economic assimilation characteristics of the sample of nonapprehended undocumented aliens with samples of apprehended illegal aliens from Mexico as reported in other studies; and (3) compare the One Stop clients with foreign-born from Mexico as enumerated in the 1970 census.

3-035* Citrus Labor Market Demonstration Project

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. Robert W. Glover

Grant 21-48-75-07
Project still in progress

Descriptors: FARMWORKERS; SEASONAL EMPLOYMENT; LABOR DEMAND; ALIENS; MIGRATION; LABOR SUPPLY

This study is examining the citrus labor markets in Texas, California, and Florida in order to determine ways to utilize more rationally the citrus harvest labor force for the benefit of growers and workers.

The demonstration phase in Texas is attempting to alleviate the problems of citrus workers by instituting improvements in the pay system used by the growers associations and stabilizing the work force and number of hours worked per week during the citrus season. In California, the project is studying the implementation of the California Labor Relations Act of 1975, which gives farmworkers the right to bargain collectively. Employers are being surveyed to determine the reactions of the growers to the new legislation. Florida is being studied to determine the effect of the flow of citrus workers from Texas to Florida on the citrus labor markets in each State.

3-036 A Descriptive Analysis of Health Programs Under CETA Legislation

KIRSCHNER ASSOCIATES, INC.
ALBUQUERQUE, N.M.

Lynn Bell and Rolf Blank

Contract 20-11-77-26
Project completed fiscal year 1978

Descriptors: LABOR MARKET INFORMATION

This project, cofunded by the Departments of Labor and Health, Education, and Welfare, developed descriptive and comparative data about persons being trained

for health-related positions through CETA support. In phase I (completed earlier through HEW; report available from NTIS: PB 268331), the contractor described and compared the kinds of activities that CETA prime sponsors undertook with respect to the health care industry. In the second phase, the contractor studied intensively 20 prime sponsors that were more extensively involved in health employment and training activities, based on findings from phase I, with special attention to labor market demand, recruitment/selection process, trainee characteristics, training provided, and linkages with other local health agencies. The project determined specific positions for which training was provided, the type of training, and the health positions in which trainees were located. The relationship between demand and supply was described. Potential new and/or additional types of health-related programs in CETA were also identified.

A DESCRIPTIVE ANALYSIS OF HEALTH PROGRAMS UNDER CETA LEGISLATION, PHASE II, FINAL REPORT
August 1978

Report Descriptors: HEALTH OCCUPATIONS; LABOR MARKET INFORMATION; CETA PROGRAMS; CETA SERVICES AND PLANNING

3-037* Design for Low Cost Hispanic Data and Program Planning System—Usable by Prime Sponsors for any Significant Segment of Their Population

ALAMEDA COUNTY TRAINING AND EMPLOYMENT BOARD/ASSOCIATED COMMUNITY ACTION PROGRAM
HAYWARD, CALIF.

Michael P. Cohen

Grant 21-06-78-07
Project still in progress

Descriptors: SPECIAL TARGET GROUPS (CETA); SPANISH-SPEAKING AMERICANS; DISADVANTAGED; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT

The purpose of this project is to develop low-cost research and sampling procedures for identifying the size and characteristics of the Hispanic population within a defined geographic area, with particular emphasis on the unemployed. A system will be designed for prime sponsors to use as a cost-effective way of collecting accurate, up-to-date data on any target population within an area. The sampling method, survey instruments, and data processing techniques will be developed in workbook form and available to prime sponsors for local adaptation.

3-038* The Determinants of the Future Growth of the Female Labor Force

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. Nancy Barrett and Dr. Ralph Smith

Contract 21-11-77-09
Project still in progress

Descriptors: WOMEN; LABOR SUPPLY; LABOR FORCE PARTICIPATION; LABOR DEMAND; ECONOMIC ANALYSIS AND ECONOMETRICS; LITERATURE REVIEW

The research involves an examination and use of the empirical literature on the determinants of the size and characteristics of the female labor force. The researchers are: (1) Analyzing what is already known about determinants of female labor force growth, particularly regarding labor market conditions, potential rewards from working, availability of other income, and demographic characteristics; (2) providing forecasts of the female labor force with explicit assumptions about the conditions under which they could be achieved; and (3) examining some of the implications of findings on female labor force participation for employment and training programs and policies, tax and transfer programs, and macroeconomic policies.

3-039 Documentation and Analysis of National Program for Selected Population Segments (NPSPS) Projects

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS

Dr. Judith F. Goldberg and Louise Strayhorn

Contract 20-25-77-20
Project completed fiscal year 1978

Descriptors: MODELS; HANDBOOKS; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); NATIONWIDE

In fiscal 1976 the Employment and Training Administration (ETA) funded a number of projects for selected segments of the population, such as the handicapped, rural workers, women, youth, and others (the last category including ex-offenders).

Eighty-two projects were to try out innovative ways of helping these groups. The objectives of this study were to: (1) Analyze a selected number of the projects in considerable detail, so that other CETA prime sponsors could replicate successful projects and (2) provide information and analysis to ETA staff on the entire program.

NATIONAL PROGRAM FOR SELECTED POPULATION SEGMENTS: PROJECT SUMMARIES
Audrey Frager, Judith F. Goldberg, et al.
July 1977

Report Descriptors: YOUTH; RURAL AREAS; HANDICAPPED; WOMEN; OLDER WORKERS; EX-OFFENDERS

NTIS PB272416/AS
ETA COPIES LIMITED

MANUAL I: YOUTH

PUTTING THE "TEAMS" SPIRIT INTO YOUTH TRAINING: THE JOB TEAMS PROGRAM RAVENNA, OHIO

Lawrence Lad
May 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; PREVOCATIONAL TRAINING; EMPLOYABILITY DEVELOPMENT TEAMS; HANDBOOKS

NTIS PB283366/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 2: YOUTH

ADDRESSING YOUTH EMPLOYMENT NEEDS: THE YOUTH EMPLOYMENT AND TRAINING SERVICE, ALBUQUERQUE, NEW MEXICO

Dr. Judith F. Goldberg
May 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; HANDBOOKS

NTIS PB283367/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 3: YOUTH

JOIN THE EMPLOYED GENERATION: PEPSY PREPARATION AND EMPLOYMENT PROGRAM FOR SPECIAL YOUTH IN CINCINNATI, OHIO

Carol Blew
May 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; JUVENILE DELINQUENCY; WORK ATTITUDES; HANDBOOKS

NTIS PB283368/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUEL 4: WOMEN

UPGRADING WOMEN AND WORK: THE "NEW" EXPERIENCE, CROOKSTON, MINNESOTA

Lawrence Lad
May 1978

Report Descriptors: WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; UPGRADING; WORK ATTITUDES; HANDBOOKS

NTIS PB283369/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213

MANUEL 5: WOMEN

WOMEN EMBARK ON NEW CAREERS: THE DISPLACED HOMEMAKERS PROGRAM, FORT WAYNE, IND.

Barbara Rovin
May 1978

Report Descriptors: WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283370/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 6: WOMEN

WOMEN IN COMMISSIONED SALES: A TRAINING PROJECT, MONMOUTH COUNTY, NEW JERSEY

Audrey Prager
May 1978

Report Descriptors: WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283371/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213

MANUAL 7: EX-OFFENDERS

NEW HOPE FOR WOMEN EX-OFFENDERS: PROJECT ESPERANZA, SAN JOSE, CALIFORNIA

Dean Ericson
May 1978

Report Descriptors: EX-OFFENDERS; WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; HANDBOOKS

NTIS PB283372/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 8: RURAL WORKERS

TRAINING WHEELS: EDUCATIONAL SUPPORT FOR RURAL AREAS: THE MOBILE EDUCATION TRAINING PROJECT, RICHMOND, VIRGINIA

Louise Strayhorn
May 1978

Report Descriptors: RURAL AREAS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283373/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

MANUAL 9: HANDICAPPED

READY, WILLING AND DISABLED: THE STORY OF PROJECT EMPLOY, COLUMBUS, OHIO

Peter Desmond and Mark Johnston
May 1978

Report Descriptors: HANDICAPPED; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283374/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213

MANUAL 10: HANDICAPPED

TARGET: MANPOWER SERVICES FOR THE HANDICAPPED, BALTIMORE, MD.

Kent Chabotar and Peter Desmond
May 1978

Report Descriptors: HANDICAPPED; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283375/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 11: SENIORS

SENIORS AS THE FOCUS OF COMMUNITY EFFORT: THE WELD COUNTY SENIOR AIDE PROGRAM, GREELEY, COLORADO

Jan Skinner and Michaelyn Holmes
May 1978

Report Descriptors: OLDER WORKERS; RURAL AREAS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283376/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213

MANUAL 12: SENIORS

TRANSPLANTING HEART: A REPLICATION MANUAL, LEE COUNTY, FLORIDA

Michaelyn Holmes
May 1978

Report Descriptors: OLDER WORKERS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283377/AS
Available from the Office of National Programs; ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213

NEW APPROACHES TO CETA TRAINING: AN OVERVIEW OF TITLE III NATIONAL PROGRAM FOR SELECTED POPULATION SEGMENTS
Louise Strayhorn, Dr. Judith F. Goldberg, and contributing authors: Audrey Prager and Michaelyn Holmes
August 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; RURAL AREAS; WOMEN; HANDICAPPED; OLDER WORKERS; EX-OFFENDERS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

3-040 AN ECONOMETRIC ANALYSIS OF THE PART-TIME LABOR MARKET IN THE UNITED STATES

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Contract 21-26-76-13
Project completed fiscal year 1977

AN EMPIRICAL ANALYSIS OF THE VOLUNTARY PART- TIME LABOR MARKET
Dr. John D. Owen
September 1977

Report Descriptors: PART-TIME LABOR MARKET; VOLUNTEERS; DISCRIMINATION; WOMEN; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB276113/AS

3-041 THE ECONOMIC AND SOCIAL ASPECTS OF THE LABOR FORCE BEHAVIOR OF LOW-INCOME FAMILIES IN FOUR SOUTHERN RURAL COUNTIES

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Grant 51-13-72-10
Project completed fiscal year 1977

LABOR MARKETS IN THE RURAL SOUTH: A STUDY BASED ON FOUR RURAL SOUTHERN COUNTIES
Dr. John F. Adams, Dr. Vernon M. Briggs, Jr., Dr. Brian Rungeling, Dr. Lewis H. Smith, and Dr. Roosevelt Steptoe
February 1977

Report Descriptors: RURAL AREAS; LABOR FORCE BEHAVIOR; LOW INCOME; SOUTHERN STATES; WELFARE PROGRAMS; GEORGIA; LOUISIANA; MISSISSIPPI; TEXAS

NTIS PB264931/AS

APPENDICES TO SOUTHERN RURAL COUNTY LABOR FORCE STUDY

APPENDICES A, B, C, & D

Dr. John F. Adams, Dr. Maurice E. McDonald, Dr. Roosevelt Steptoe, Dr. Vernon M. Briggs, Jr., Dr. Brian Rungeling, and Dr. Lewis H. Smith
July 1975

Report Descriptors: RURAL AREAS; LABOR FORCE BEHAVIOR; LOW INCOME; SOUTHERN STATES; GEORGIA; LOUISIANA; MISSISSIPPI; TEXAS
ETA COPIES LIMITED

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page v for further information about ordering reports.

3-042* FACTORS SHAPING EMPLOYMENT AND MOBILITY OPPORTUNITIES FOR MINORITY WORKERS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg and Dr. Kathy Lewis

Grant 21-36-77-21
Project still in progress

Descriptors: UPGRADING; SERVICE DELIVERY SYSTEMS; ECONOMIC POLICY; ELECTRONICS INDUSTRY; ETHNIC GROUPS; HEALTH CARE INDUSTRY; MASSACHUSETTS, BOSTON; TEXAS, HOUSTON

This study will examine economic actions and interactions in the health care and electronics industries in Boston and Houston to identify governmental activities that help minority workers in obtaining jobs and career opportunities. It will focus on these two labor markets and industrial sectors to understand the processes by which minority workers are—and are not—absorbed into the employed labor force. The study will also concentrate on the hiring and mobility of minorities in local industrial economies.

A preliminary investigation of the Social Security Administration's Continuous Work History Sample showed that absorption of minority workers into the work force is increasing in industrial sectors across the United States and, in particular, in Boston and Houston from 1965 to 1975.

In each industrial and metropolitan study, the dependent variable will be the number and share of jobs provided to minority workers and the extent and rate of their upward mobility. The independent variables will be demographic shifts and other supply factors (such as numbers of trained minority and nonminority workers) producing alternative sources of labor supply; demand trends affecting the number, skill level, and composition of job opportunities; the operation of various labor market institutions, and the political stance of the community.

In addition to gauging the extent of minority employment and mobility in each industry and area, the project will analyze and assess the relative importance of the factors influencing the labor market experiences of minority workers.

3-043* HISPANIC AMERICAN STUDIES: DEVELOPMENTAL GRANT AWARDS FOR CONCEPTUAL RESEARCH ON LABOR MARKET PROBLEMS/ISSUES

Project still in progress

These developmental research studies have focused on a variety of employment and training related problems and issues affecting Hispanic American population groups. The research work produced under these awards is aimed at enhancing or synthesizing knowledge about processes, conditions, or methods relevant to the labor market experience of these groups and is expected to provide a basis for subsequent policy research and programs for this CETA target group. The projects listed below were funded in fiscal years 1977 and 1978 under grant announcement ETA/OPER 7705.

3-044* LABOR MARKET RE-ENTRY PROBLEMS OF THE HISPANIC AMERICAN PAROLEE IN NEW YORK CITY

PRIVATE CONCERNS, INC.
NEW YORK, N.Y.

Barbara Taylor

Grant 21-36-77-29
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; PUERTO RICANS; EX-OFFENDERS; PAROLE; COUNSELING AND GUIDANCE; OFFENDERS; NEW YORK, NEW YORK

For a description of this project see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues."

3-045* A DEVELOPMENTAL/CONCEPTUAL RESEARCH PROJECT ON LABOR MARKET PARTICIPATION OF HISPANIC WOMEN

PASADENA URBAN COALITION
PASADENA, CALIF.

Marge Lauritsen

Grant 21-06-78-01
Project still in progress

Descriptors: MEXICAN AMERICANS; CETA SERVICES AND PLANNING; LABOR FORCE PARTICIPATION; WOMEN; CALIFORNIA

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-046* COMPREHENSIVE REVIEW AND EVALUATION OF THE UNMET NEEDS OF SPANISH AMERICANS IN BROWARD COUNTY, FLORIDA

BROWARD MANPOWER COUNCIL
FORT LAUDERDALE, FLA.

Dr. Steven A. Weiss and Dr. Jose L. Solernov

Grant 21-12-78-02
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: SPANISH-SPEAKING AMERICANS; CUBAN AMERICANS; CETA SERVICES AND PLANNING; FLORIDA

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-047* DIFFERENTIAL SUCCESS AMONG CUBAN-AMERICANS AND MEXICAN AMERICANS: THE ROLE OF POLICY AND COMMUNITY

NATIONAL OPINION RESEARCH CENTER
CHICAGO, ILL.

Dr. Teresa A. Sullivan

Grant 21-17-78-03
Project still in progress

Descriptors: MEXICAN AMERICANS; CUBANS; OCCUPATIONAL STATUS; IMMIGRATION; TEXAS; FLORIDA

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-048* AN ANALYSIS OF JOB SEARCH APPLICANTS

MEXICAN AMERICAN RESEARCH CENTER
AUSTIN, TEX.

Dr. Richard Santos and Lorenzo Garibay

Grant 21-48-78-04
Project still in progress

Descriptors: JOB SEARCH; MEXICAN AMERICANS; SPANISH-SPEAKING AMERICANS; ECONOMIC STATUS; TEXAS

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-049* APPLICATION OF THE DELPHI TECHNIQUE TO THE ANALYSIS OF HISPANIC AMERICAN EMPLOYMENT PROBLEMS AS RELATED TO INDUSTRIAL CORPORATIONS AND UNIVERSITIES

THE UNIVERSITY OF TOLEDO
TOLEDO, OHIO

Dr. R. V. Elicano

Grant 21-39-78-05
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; EMPLOYER PRACTICES AND POLICIES; ECONOMIC STATUS; OHIO

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-050* OCCUPATIONAL MOBILITY AND THE PROCESS OF ASSIMILATION OF MEXICAN IMMIGRANTS TO SAN ANTONIO, TEXAS: A LONGITUDINAL ANALYSIS

THE UNIVERSITY OF TEXAS AT SAN ANTONIO
SAN ANTONIO, TEX.

Dr. Crandall Shifflett

Grant 21-48-78-06
Project still in progress

Descriptors: MEXICAN AMERICANS; ECONOMIC STATUS; OCCUPATIONAL STATUS; IMMIGRANTS; TEXAS

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-051* INSTITUTIONAL BARRIERS TO EMPLOYMENT AND ECONOMIC MOBILITY OF PUERTO RICANS IN NEW YORK CITY

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Lois S. Gray

Grant 21-36-78-09
Project still in progress

Descriptors: PUERTO RICANS; SPANISH-SPEAKING AMERICANS; DISCRIMINATION; INDUSTRY PRACTICES; EMPLOYER PRACTICES AND POLICIES; NEW YORK, NEW YORK

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-052* THE HUMAN CAPITAL MODEL AND DISCRIMINATION: THE ROLES OF SCHOOLING, EXPERIENCE, AND FUNCTIONAL LITERACY IN TEXAS

SOUTHWEST EDUCATIONAL DEVELOPMENT LABORATORY
AUSTIN, TEX.

Dr. Stuart Greenfield

Grant 21-48-78-12
Project still in progress

Descriptors: MEXICAN AMERICANS; DISCRIMINATION; RETURNS ON EDUCATIONAL INVESTMENT; ECONOMIC STATUS; TEXAS

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-053* INDUSTRIAL EMPLOYMENT OPPORTUNITIES AND THE HISPANIC COMMUNITY: THE CASE OF PILSEN

THE UNIVERSITY OF ILLINOIS
CHICAGO, ILL.

Dr. Robert Meir

Grant 21-17-78-13
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; ECONOMIC STATUS; OCCUPATIONAL STRUCTURE; HUMAN SERVICES AGENCIES; ILLINOIS

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-054* SEGMENTATION IN RURAL LABOR MARKETS: A STUDY OF THE EMPLOYMENT STATUS OF CHICANOS IN TWO CALIFORNIA TOWNS

THE UNIVERSITY OF CALIFORNIA
DAVIS, CALIF.

Dr. Refugio Rochin

Grant 21-06-78-14
Project still in progress

Descriptors: MEXICAN AMERICANS; RURAL AREAS; ECONOMIC STATUS; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; CALIFORNIA

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-055* ANALYSIS OF CAREER PATTERNS AND PROBLEMS AMONG MEXICAN AMERICAN COLLEGE GRADUATES

THE UNIVERSITY OF TEXAS AT SAN ANTONIO
SAN ANTONIO, TEX.

Dr. Sammay B. Gould

Grant 21-48-78-15
Project still in progress

Descriptors: MEXICAN AMERICANS; COLLEGE GRADUATES; CAREER PATTERNS; OCCUPATIONAL MOBILITY; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-056* A MODEL FOR SUCCESSFUL UTILIZATION OF EMPLOYMENT AND TRAINING RESOURCES BY CHICANO BARRIO ADDICTS AND EX-OFFENDERS

CHICANO PINTO RESEARCH, INC.
LOS ANGELES, CALIF.

Dr. Joan Moore

Grant 21-06-78-18
Project still in progress

Descriptors: EX-OFFENDERS; DRUG USERS; MEXICAN AMERICANS; EMPLOYABILITY DEVELOPMENT; CALIFORNIA

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-057* PRIVATE RETURNS ON INVESTMENT IN EDUCATION: AN ANALYSIS OF RETURNS TO MEXICAN AMERICANS GRADUATING FROM TEXAS A & I UNIVERSITY

TEXAS A & I UNIVERSITY
KINGSVILLE, TEX.

Dr. Joseph E. Rossman, Jr.

Grant 21-48-78-24
Project still in progress

Descriptors: MEXICAN AMERICANS; COLLEGE GRADUATES; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

For a description of this project, see Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues.

3-058* DETERMINANTS OF CHICANO ACCESS TO PROFESSIONAL, TECHNICAL, AND MANAGERIAL JOBS

THE UNIVERSITY OF TEXAS
SAN ANTONIO, TEX.

Dr. Louise B. Wolitz

Grant 21-48-77-22
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; OCCUPATIONAL STATUS; AFFIRMATIVE ACTION PLANS; CAREER PATTERNS; TEXAS

This developmental study is aimed at providing a better understanding of labor market processes that enhance or impede access of Hispanic workers to primary jobs in the public and private sectors. The research is seeking to develop and explore hypotheses regarding barriers to professional, technical, and managerial jobs encountered by Mexican Americans as a result of employer recruitment, credentialing, selection, testing and promotion practices. The study is also investigating the impact of affirmative action efforts, particularly in helping to reduce or remove barriers to obtaining primary jobs. While the project is operating in a single southwestern metropolitan area, it will develop hypotheses that could be tested in an expanded geographic area with high concentrations of Hispanic workers.

3-059* Reducing Structural Unemployment Among Puerto Ricans: An Investigation of the Role of Vocational Training Programs

CITY OF BRIDGEPORT
BRIDGEPORT, CONN.

Dr. Henry Cauvin

Grant 21-09-77-23
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS, PUERTO RICANS; VOCATIONAL TRAINING

This project is analyzing existing survey data to improve understanding of the nature and extent of structural unemployment among Puerto Ricans in an urban setting. The grantee will assess the role and effectiveness of local job training and vocational education programs in preparing Puerto Ricans for successful participation in the Bridgeport labor market. The study will also include an assessment of local industry-worker profiles to identify occupations that give Puerto Ricans the best opportunity for employment and economic success.

3-060* Conceptual Model of the Management "Ethos" Experienced by the Hispanic Administrator and Factors Hindering Advancement to Higher Levels Within an Organization

PERSONNEL MANAGEMENT ASSOCIATION OF AZTLAN
SAN DIEGO, CALIF.

Dr. Adolpho Sanchez

Grant 21-06-77-25
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; DISCRIMINATION; ORGANIZATIONAL ENVIRONMENT; PERSONNEL ADMINISTRATION; UPGRADING

This project will seek to develop an understanding of organizational behavior processes and norms that affect the success of Hispanics in assuming or holding managerial positions. After specifying these processes, the study will try to determine the extent to which Hispanic staff participate in them. The grantee will also explore the extent to which conditions for success are different for Hispanic personnel than for other workers.

3-061* Factors Influencing the Participation of Elderly Spanish Surnamed Americans in CETA and Title IX of the Older Americans Act

COUNTY OF RIVERSIDE
RIVERSIDE, CALIF.

Dr. Alfredo M. Mirande

Grant 21-06-77-27
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; OLDER WORKERS; CETA SERVICES AND PLANNING; CALIFORNIA

Objectives of this project are to study the participation of elderly Hispanic Americans in titles I, II, and VI of CETA and title IX of the Older Americans Act; identify reasons for their low participation; and make recommendations aimed at increasing such participation. Program participants and a representative sample of elderly Hispanic Americans in Riverside County are being interviewed to determine the factors involved in program participation and nonparticipation. Program administrators and operators are also being consulted.

3-062* Migrant Outsettlement and the Urban Labor Market: A Socioeconomic Profile of Outsettled Chicano Families in Five Midwestern States

LEAGUE OF UNITED LATIN AMERICAN CITIZENS
SOUTH BEND, IND.

Flavio Vega

Grant 21-18-77-28
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; GEOGRAPHIC MOBILITY; SOCIODEMOGRAPHIC CHARACTERISTICS; MIGRANTS

This project is studying the characteristics of former migratory farmworker families who have successfully relocated to the Midwest and new occupations. A survey research questionnaire is being used to gather informa-

tion on why families drop out of the migratory labor stream and what happens to them when they do. About 100 families in five Midwestern States are being interviewed. The sites selected for field research are: Aurora, Ill.; Marion, Ind.; Muscatine, Iowa; Holland, Mich.; and Kenosha, Wis. The researcher is gathering and analyzing detailed information on family members' characteristics, education and training experiences, and both farm and nonfarm employment and earnings records. This research is expected to show how thriving communities of former migrants of Hispanic origin take root in the Midwestern States.

3-063* Toward a Social Psychological Model of Chicano Vocational Outcomes

DENVER COMMUNITY DEVELOPMENT CORPORATION
DENVER, COLO.

Saundra Carmen Dohm and K. L. Berry

Grant 21-08-77-30
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; CETA SERVICES AND PLANNING; SOCIOLOGICAL FACTORS

This developmental grant project is trying to develop a valid social psychological framework for understanding Chicano vocational disadvantage. Such a model is to be tested for use as a program tool in assigning participants to job training programs most likely to enhance their job success. The study will include a review of literature relevant to Chicano vocational outcomes and interviews with job training program staff and participants.

3-064* The Evolution of Career Objectives of Mexican American Youth

UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Dr. Donald B. Holsinger and Dr. Ernest Y. Flores

Grant 21-04-77-31
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; YOUTH; TRANSITION FROM SCHOOL TO WORK; CAREER ASPIRATIONS

This project concerns the patterns of school-to-work transition among Mexican American youth. It will attempt to provide an adequate and defensible concept of this transition for a cohort of Mexican American high school graduates (plus a non-Hispanic comparison group) based on data from the National Longitudinal Study (HEW/NLS) of the high school Class of 1972. The researchers will describe the personal and social background characteristics and the school, job training, and work activities that had the most influence on the career objectives of these youth. The study will also attempt to determine whether there are predictable and/or culturally distinct patterns in the evolution of career objectives that can be characterized as transition profiles.

The original developmental project has been expanded to include an analysis of a subsample of Mexican American male and female youth and a comparison group. The researchers will examine 1972, 1973, 1974, and 1976 interview data from the HEW/NLS, using descriptive and associational statistical methods to trace the career formation and early labor market experiences of these youth. They will identify modal transition patterns and classify individuals into transition groups to establish a baseline for finding out what differences these patterns made in job status and income.

3-065* The U. S.-Mexico Border and the Border Industrialization Program

MEXICAN AMERICAN RESEARCH CENTER
AUSTIN, TEX.

Lorenzo Garibay

Grant 21-48-77-32
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; FOREIGN EMPLOYMENT AND TRAINING POLICY; IMMIGRATION; INDUSTRY PRACTICES

This study will seek to provide an understanding of the Border Industrialization Program (BIP) and its effect on the U.S.-Mexican border economy. It will also try to determine the impact of the Mexican industrialization program on the flow of illegal immigrants to the United States. Finally, the grantee will assess the effectiveness of the BIP in alleviating employment problems along the border.

3-066* A Case Study Analysis of CETA Manpower Training Programs and Services Available to Spanish Speaking Clients

MIGRANTS IN ACTION
ST. PAUL, MINN.

Dr. Manuel Miranda

Grant 21-27-77-34
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; CETA PROGRAMS; ASSESSMENT AND EVALUATION; MINNESOTA

This developmental grant project will provide a case study assessment of CETA service delivery to Spanish-speaking clients in a Midwestern State. The study will include interviews with program staff and clients plus a review of available data on the clients' demographic characteristics and program outcomes.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

3-067* The Manpower Impact of Mexico's Peso Devaluation on Mexican-Americans and Border Labor Markets

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Dr. Gilbert Cardenas

Grant 21-48-78-08
Project still in progress

Descriptors: IMMIGRATION; SPANISH-SPEAKING AMERICANS; LABOR MARKET; EMPLOYMENT

This study examines the impact of the devaluation of the peso on employment patterns of Mexican Americans and on border labor markets. It also will explore the causes of the peso devaluation; reviews the employment, welfare, and immigration implications; and assess and recommend public policy considerations. The problem will be investigated by review of previous research; utilization of national, State, and local data sources and economic indicators; and interviews with local elected officials, employers, Chamber of Commerce members, governmental agency officials, and others.

3-068* The Effects of Technological Change on Future Employment Opportunities for Hispanic Americans in California Agriculture

CALIFORNIA INSTITUTE FOR RURAL STUDIES
DAVIS, CALIF.

Paul G. Barnett

Grant 21-06-78-11
Project still in progress

Descriptors: FARMWORKERS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; AGRICULTURE; HISPANIC AMERICANS; LABOR DEMAND; LABOR ADJUSTMENT COSTS; CALIFORNIA

This project is one of a series on "Hispanic American Studies." Its objective is to develop a comprehensive estimate of the effects of new technologies, by crop, on the employment opportunities of Hispanic Americans in California agriculture. The project will estimate reductions in agricultural employment and assess likely changes in the nature of remaining farm jobs. To do so, its staff will collect farm employment statistics for crops most likely to undergo technological change and survey current agricultural research and development projects that may affect the employment of Hispanic American farmworkers. These data will be used to predict the effects of technological change on the California farm labor market.

3-069* The Labor Market Status of Mexican Americans in Hidalgo and Cameron Counties, Texas

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Dr. Charles J. Ellard

Grant 21-48-78-10
Project still in progress

Descriptors: EARNINGS; WORKING CONDITIONS; MINORITIES; RURAL AREAS; POVERTY AREAS; TEXAS

The purpose of this project is to produce a statistical planning and reference document on Hidalgo and Cameron Counties in Texas. Using existing data sources, the researcher will prepare a statistical profile describing the economical status of Mexican Americans in comparison with that of others in the study area.

3-070* An Analysis of the Earnings, Unemployment, and Hours Worked of the Major Hispanic Origin Groups in the U.S.

PRINCETON UNIVERSITY
PRINCETON, N.J.

Dr. Cordelia W. Reimers

Grant 21-34-78-60
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; ECONOMIC STATUS; DISCRIMINATION; EARNINGS; UNEMPLOYMENT

The objective of this research project is to analyze in detail the reasons for the income differentials between white non-Hispanics and each of five Hispanic origin groups—Mexicans, Puerto Ricans, Cubans, Central and South Americans, and other Spanish. It will seek to determine how much of the difference in average earnings in 1969 and 1975 is explained by differing average characteristics and how much is due to a differing functional relationship between those characteristics and earnings or unemployment. This finding will suggest how important discrimination may be, relative to other factors, in reducing income and whether the 1969-75 trend in Hispanic/white non-Hispanic relative incomes is due to changing group characteristics or to a shift in the functional relations. Data sources will be the 1976 Survey of Income and Education and the 1970 Census of the Population, 1/100 and 1/1000 Public Use samples.

The results of this research are expected to indicate where efforts to help the different Hispanic American groups raise their incomes should be concentrated; e.g., on language training and orientation of recent arrivals, health care, enforcing anti-discrimination laws, child care services, area redevelopment, or education.

3-071* An Analysis of the Employment, Wages and Earnings of Hispanic Persons in the Government and Private Sectors, with Special Reference to Puerto Ricans

PUERTO RICAN LEGAL DEFENSE AND EDUCATION FUND, INC.
NEW YORK, N.Y.

Dr. John M. Abowd and Dr. Mark R. Killingsworth

Grant 21-36-78-61
Project still in progress

Descriptors: ECONOMIC STATUS; SPANISH-SPEAKING AMERICANS; PUERTO RICANS; WAGES; EARNINGS

This project will try to develop an econometric model for use in simultaneously analyzing: (1) The determinants of Hispanics aggregate employment, unemployment, and nonparticipation in the labor force and (2) the determinants of the hiring, earnings, and wages of Hispanics in government and private industry. In formulating this model, the grantee will devote special attention to methods of estimating the effects of sex, ethnic background, and race on unemployment and labor force participation and on hiring, earnings, and wages in each sector.

To test the model, the grantee will use a variety of data sets, including census Public Use Samples, Current Population Survey tapes, and the Central Personnel Data File on Federal employees, collected by the U. S. Civil Service Commission. Finally, the grantee will discuss the public policy implications of the data estimates and recommend measures to further promote affirmative action in both the public and the private sectors.

3-072* Municipal Government Employment of Mexican Americans in the Southwest

ARIZONA STATE UNIVERSITY
TEMPE, ARIZONA

Dr. Albert Karnig

Grant 21-04-78-62
Project still in progress

Descriptors: MEXICAN AMERICANS; LABOR FORCE PARTICIPATION; STATE AND LOCAL GOVERNMENTS; SOUTHWESTERN STATES

The objectives of this research project are to measure, compare, and assess the share of public jobs held by Mexican Americans in southwestern cities and to evaluate factors that may help to account for differences among the cities in public sector employment of Mexican Americans.

The initial inquiry will concentrate on 129 southwestern cities and use aggregate data techniques to identify the linkages among: (1) Demographic factors; (2) socioeconomic factors; (3) governmental characteristics; (4) presence and extent of Chicano elected officials; (5) attempts at tax reduction and stabilization; (6) the extent and type of involvement in CETA programs; and (7) Mexican American employment, both temporary and permanent, in different city agencies.

The second part of the study will focus on five major southwestern cities with substantial Hispanic concentrations. The objective will be to probe more deeply into the determinants of Mexican American employment in these cities by: (1) Interviewing policymakers, representatives of interest groups, agency heads, and CETA personnel; (2) examining documents such as the city's affirmative action plan; (3) investigating the extent of the merit system, departures from reliance on written tests, and efforts to validate hiring criteria; (4) assessing ways of carrying out affirmative action programs, such as recruitment devices, counseling, and formalized opportunities to upgrade job-related education and skills; and (5) evaluating the effects of tax reduction efforts on Hispanic employment.

3-073* Apprenticeship Training: The Hispanic Experience in the U.S.

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Dr. Gilbert Cardenas

Grant 21-48-78-63
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; MEXICAN AMERICANS; APPRENTICESHIP; APPRENTICESHIP OUTREACH PROGRAMS

The objectives of this grant are to examine the nature and extent of Hispanic American participation in apprenticeship training programs; specify the process of entry or barriers to entry; and recommend methods of enhancing Hispanic participation.

The grantee will review appropriate literature sources; examine available national data on apprenticeship enrollment; and interview union and government officials, employers, leaders of community organizations, apprentices, and CETA program administrators.

3-074* A Study of Educational Investment Returns and Labor Market Experiences of Mexican American College Graduates

KENT STATE UNIVERSITY
KENT, OHIO

Dr. Richard Raymond

Grant 21-39-78-64
Project still in progress

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: MEXICAN AMERICANS; COLLEGE GRADUATES; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

This grant project will consist of an extensive analysis of data collected in a 1966-74 survey of Pan American University college graduates. The researcher will investigate: (1) The determinants of income for college-educated Mexican Americans and Anglos; (2) the extent and causes of job discrimination against Mexican Americans; (3) differences between the two ethnic groups in the rates of return on investments in college educations; and (4) differences between college educated Mexican Americans and Anglos in job search patterns, job satisfaction, and economic mobility.

The study will also assess the potential effectiveness of public policies designed to mitigate or eliminate the effects of discrimination.

3-075* The Selection and Work Group Integration of Unemployed Mexican Americans into CETA Public Service Employment: A Case Study

THE UNIVERSITY OF TEXAS
SAN ANTONIO, TEX.

Dr. Sammy B. Gould and Dr. Larry E. Penley

Grant 21-48-78-65
Project still in progress

Descriptors: MEXICAN AMERICANS; PUBLIC SERVICE EMPLOYMENT; EMPLOYER PRACTICES AND POLICIES

This study will focus on the dynamics of the hiring and work group integration of Mexican Americans in CETA public service employment situations. The researchers will try to determine how the personal characteristics of applicants, supervisors, and coworkers are related to the initial hiring of minority or nonminority applicants and to the applicants' subsequent integration into their work groups and transition to unsubsidized employment. The study will also explore how the following factors may affect the employment experience of Mexican Americans: (1) Interview process; (2) work group integration; (3) cultural values; (4) work ethic; (5) characteristics of the work group, job, and supervisors; (6) expectations; and (7) background variables.

3-076* Job Adaptation of Hispanic, Black, and White Male and Female Employees

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. Marcus Alexis and Dr. Nancy DiTomaso

Grant 21-17-78-66
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; INTERNAL LABOR MARKETS; EMPLOYER PRACTICES AND POLICIES

This study will try to improve understanding of internal labor market operations. Its primary objective is to compare the prejob and on-the-job experiences of Hispanic, black and white, male and female workers in three types of firms and to identify and describe the factors that contribute to their being "created" as successful or unsuccessful members of the labor force. The researchers will also compare a sample of workers in selected industries with a sample of people not in the labor force.

The major hypothesis of the study is that the job experiences of white men are disproportionately ones that enable them to be stable and competent workers, while women and members of minority groups disproportionately have job experiences that lead them to be less successful workers. (That is, they tend to have less mobility and less stable work patterns and to receive lower rewards, than white male workers.)

3-077 Discrimination Against Hispanic Americans in the Florida Labor Force: With Special Consideration to the Role of Education

FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Dr. Richard H. P. Kraft and Dr. Ronald A. Lindahl

Grant 21-12-77-24
Project completed fiscal year 1978

Descriptors: SPANISH-SPEAKING AMERICANS; DISCRIMINATION; RETURNS ON EDUCATIONAL INVESTMENT; ECONOMIC STATUS; FLORIDA

This project investigated the labor market status of Hispanic Americans in Florida. Using the 1970 Census Public Use Sample and the 1976 Annual Demographic File for Florida, the researchers compared the wages and occupational representation of Hispanic American men and women with comparable data on other workers. They used standard descriptive and inferential statistical techniques to investigate the relative importance of such variables as age, education, marital status, urban/rural residence, sector, and hours worked per year in determining the wages and occupations of Hispanic Americans.

While Hispanic American men were found to be well distributed throughout various occupations, women were heavily concentrated in clerical and operative jobs and poorly represented in managerial, transport, labor, farm, and private household occupations. The earnings return Hispanic American men received from their education appeared to peak with completion of high school, whereas the earnings of women generally were positively correlated with increased education. Hispanic Americans were heavily concentrated in urban areas, and well over 90 percent of the jobs they held were in the private sector.

The study showed that Florida's Hispanic Americans have limited interoccupational mobility. The women's earnings were well below the mean for all workers,

although adjusting for educational level and hours worked per year appeared to raise these figures somewhat. Conversely, adjusting data from the 1976 sample, lowered the earnings of the men considerably below the mean. The study findings suggest that Hispanic Americans may indeed be affected by sex and ethnic biases in the labor market, as evidenced particularly in the analysis of comparative returns to educational investment.
July 1978

Report Descriptors: SPANISH-SPEAKING AMERICANS; CUBAN AMERICANS; DISCRIMINATION; RETURNS ON EDUCATIONAL INVESTMENT; ECONOMIC STATUS; FLORIDA

NTIS PB285820/AS

3-078 MEASURING THE EARNINGS IMPACT OF LABOR MARKET PROGRAMS ON HISPANIC AMERICANS

UNIVERSITY OF KANSAS
LAWRENCE, KANS.

Dr. David E. Shulenburger and Dr. Charles E. Krider

Grant 21-20-77-26
Project completed fiscal year 1978

Descriptors: SPANISH-SPEAKING AMERICANS; PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVE (WIN) PROGRAM; CETA SERVICES AND PLANNING; ASSESSMENT AND EVALUATION; KANSAS

This developmental grant project was a pilot evaluation of the effect of the employment service (ES), the CETA balance-of-State program, and the Work Incentive (WIN) Program on the earnings of Hispanic Americans in Kansas. The evaluation process consisted of several steps. First, the investigators obtained samples, consisting of all persons served by the programs during the study period, from data files of the Kansas Department of Human Resources. Second, they selected control groups from the same data. For the ES and WIN, the control groups were taken from program applicants who were not served. Since data on applicants not served by the CETA program were unavailable, the investigators used ES registrants as the CETA control group. In all instances, they used a linear discriminant function to select control groups that matched the treatment groups on a large number of demographic characteristics. Third, they constructed an earnings history for each person in the sample, using quarterly earnings data from the unemployment insurance base wage file. Fourth, they used O.L.S. regression analysis to estimate earnings impact.

A tentative finding of this pilot evaluation suggests that Hispanics experienced no significant increase in earnings as a result of participation in any of the programs studied. Average quarterly earnings after a program were no higher for surveyed participants than for similar Hispanics who were not served.
July 1978

NTIS PB284544/AS

3-079 A LABOR MARKET SUCCESS MODEL OF YOUNG MALE HISPANIC AMERICANS

LATIN AMERICAN COMMUNITY CENTER
WILMINGTON, DEL.

Dr. Paul Seidenstat

Grant 21-10-77-33
Project completed fiscal year 1978

Descriptors: SPANISH-SPEAKING AMERICANS; PUERTO RICANS; YOUTH; DELAWARE

This developmental grant study tried to develop a labor market success model for young male Hispanics in an urban setting. The researcher analyzed the background, career preparation, attitudes, and personal characteristics of young Hispanic men and examined their job search techniques, job training experience, and perceptions of job discrimination.

Project staff interviewed a sample of Puerto Rican men who had attended the eighth grade in two schools in a ghetto area of Wilmington, Del., in the 1966-71 period. They also interviewed two small control groups of blacks and whites from the same schools.

The researcher developed multiple regression models, using wage levels and labor market success index as independent variables, which explained 64 percent of wage and success variations. The significant determinants of success were found to be years of schooling, number of dependents, and race, with additional schooling and number of children associated with higher earnings. At a lower level of significance, general work experience, years spent in Puerto Rico, and higher career aspirations were positively related to labor market success. Factors that had little effect on success included training, tenure on present job, work experience in school, grade point average, school behavior, and English skills.
April 1978

3-080 LINGUISTIC STRUCTURES AFFECTING TRAINING OF HISPANIC AMERICANS

RURAL MANPOWER LABORATORY
SANTA ROSA, CALIF.

Dr. Edward Kissam

Grant 21-06-78-16
Project completed fiscal year 1978

Descriptors: SPANISH-SPEAKING AMERICANS; ENGLISH AS A SECOND LANGUAGE; EDUCATION; TRAINING

In this developmental grant study, 40 persons who spoke Spanish as their native language and were also fluent in English and a control group of 36 persons who spoke only English were tested to examine variations between the semantic structure of Spanish-influenced and standard English. The test population was made up of students at a vocational high school in order to see if linguistic differences between the groups affected vocational success. The test measured expressive ability in En-

glish and found a significant difference in the semantic flexibility of the two groups.

Expressive ability was closely correlated with language-learning history. To test for dialectal bias, project staff compared the scores of blacks with those of the monolingual group as a whole and found no significant differences.

There was no clear-cut correlation between semantic flexibility and vocational success as measured by grades. However, lack of semantic flexibility may create barriers to employment for bilingual students, particularly in job interviews and employers' subjective evaluations.

Recommendations include use of the semantic flexibility test to set performance goals for English as a second language programs and further encouragement of bilingual skills training programs and bilingual/bicultural programs as part of regular school curriculums.

ASPECTS OF SEMANTIC STRUCTURE OF SPANISH-SPEAKING BILINGUALS' ENGLISH: IMPLICATIONS FOR OCCUPATIONAL TRAINING
June 1978

NTIS PB284545/AS

3-081 IMPACT OF THE TEMPORARY HELP SERVICE INDUSTRY UPON WOMEN'S LABOR MARKET PARTICIPATION AND BEHAVIOR

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Grant 21-42-74-11
Project completed fiscal year 1976

WOMEN RETURNING TO WORK AND THEIR INTERACTION WITH A TEMPORARY HELP SERVICE
Richard D. Leone and Donald R. Burke
May 1976

Report Descriptors: TEMPORARY HELP SERVICE; PART-TIME EMPLOYMENT; WOMEN; CLERICAL OCCUPATIONS; JOB MATCHING

NTIS PB254338/AS

3-082* JOB SEARCH BEHAVIOR OF MEXICAN AMERICANS IN TWO SELECTED AREAS IN THE SOUTHWEST

JUAREZ AND ASSOCIATES
LOS ANGELES, CALIF.

Nicandro F. Juarez

Contract 20-06-76-51
Project still in progress

Descriptors: LABOR FORCE BEHAVIOR; JOB SEARCH; MEXICAN AMERICANS; SOUTHWESTERN STATES; METROPOLITAN AREAS; CHICANOS; CALIFORNIA, ANAHEIM-GARDEN GROVE; TEXAS, HOUSTON

This study will collect, analyze, and report on the labor market knowledge and job search behavior of a selected sample of Mexican-American workers and their families in two southwestern SMSA's. The study will seek to answer such questions as: How do Mexican Americans look for jobs? Do they use the employment service, friends, newspapers, or the direct applicant approach? The study will attempt to determine why particular job-seeking methods are used and which are most effective for the target group.

Findings may indicate a need to improve and/or develop special services to assist the group in job searching.

3-083* LABOR FORCE CHARACTERISTICS AND MIGRATION EXPERIENCE OF THE PUERTO RICANS

FORDHAM UNIVERSITY
BRONX, N.Y.
AND
UNIVERSITY OF PUERTO RICO, SOCIAL RESEARCH CENTER
RIO PIEDRAS, P.R.

John J. Macisco, Jr., and Pedro Vales

Grant 21-36-74-23
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; LABOR FORCE BEHAVIOR; LABOR MOBILITY; MIGRANTS; MIGRATION; PUERTO RICANS; MINORITIES; UNEMPLOYED; HANDICAPPED; WOMEN; MEN; NEW YORK, NEW YORK; PUERTO RICO

The project is examining the labor force characteristics of Puerto Rican migrants to New York and return migrants to Puerto Rico to determine to what extent characteristics such as unemployment, low-status occupation, and disability are associated with migration. Questions such as the following will be answered: (1) What is the recent labor force experience of Puerto Ricans of varying migrant status living in New York and those living in Puerto Rico in 1970? (2) What factors are associated with low labor force participation rates of Puerto Rican women? (3) What is the association between disability and unemployment among Puerto Ricans? (4) How do first generation Puerto Ricans differ from the second generation along sociodemographic dimensions?

Project staff are analyzing special tabulations of the census data for the New York standard metropolitan statistical area (SMSA) and for Puerto Rico. Using the special cross tabulations of new census questions on labor force status and traditional labor force and other socioeconomic items, the researchers expect to provide new analytic insights into the current labor force status of Puerto Rican migrants.

3-084 THE LABOR SUPPLY FOR LOWER-LEVEL OCCUPATIONS, 1960-1980

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Grant 21-11-73-02
Project completed fiscal year 1976

THE LABOR SUPPLY FOR LOWER-LEVEL OCCUPATIONS, 1960-1980
Dr. Harold Wool and Bruce D. Phillips
June 1975

Report Descriptors: LABOR SUPPLY; LOW-LEVEL OCCUPATIONS; OCCUPATIONAL PROJECTIONS; LABOR DEMAND; STUDENTS; MINORITIES

NTIS PB249724/AS
ETA R&D MONOGRAPH NO. 42, 1976, COPIES LIMITED, SUMMARIZES THE REPORT.

APPENDIX A — SUPPLEMENTARY REPORTS: "THE LABOR SUPPLY OF HOUSEHOLD MAIDS" AND "THE SUPPLY OF HOSPITAL ATTENDANTS"

J. Peter Mattila, Neal H. Rosenthal, and Dixie Sommers
1976

Report Descriptors: LABOR SUPPLY; LOW-LEVEL OCCUPATIONS; LOW-WAGE INDUSTRIES; LABOR DEMAND; MINORITIES; SERVICE INDUSTRIES; OCCUPATIONAL PROJECTIONS

NTIS PB249725/AS

3-085 MINORITIES IN THE LABOR MARKET

THE UNIVERSITY OF KENTUCKY
LEXINGTON, KY.

Grant 21-21-74-08
Project completed fiscal year 1976

VOLUME I, SPANISH AMERICANS AND INDIANS IN THE LABOR MARKET

George L. Wilber, Robert J. Hagan, Daniel E. Saco, and Alfonso C. del Fierro, Jr.
January 1976

Report Descriptors: INCOME; DISCRIMINATION; LABOR FORCE PARTICIPATION; MINORITIES; SPANISH-SPEAKING AMERICANS; OCCUPATIONAL MOBILITY

NTIS PB250417/AS

VOLUME II, ORIENTALS IN THE AMERICAN LABOR MARKET

George L. Wilber, Robert J. Hagan, Daniel E. Saco, and Alfonso C. del Fierro, Jr.
January 1976

Report Descriptors: INCOME; DISCRIMINATION; LABOR FORCE PARTICIPATION; ORIENTALS; MINORITIES

NTIS PB250418/AS

VOLUME III, METROPOLITAN AND REGIONAL INEQUALITIES AMONG MINORITIES IN THE LABOR MARKET

George L. Wilber and Robert J. Hagan
January 1976

Report Descriptors: MINORITIES; URBAN AREAS; LABOR FORCE PARTICIPATION; INCOME; DISCRIMINATION; OCCUPATIONAL MOBILITY

NTIS PB250419/AS

3-086 THE NATIONAL LONGITUDINAL SURVEYS: LESSONS FOR HUMAN RESOURCE POLICY

OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Contract 20-39-76-04
Project completed fiscal year 1976
Dr. Herbert S. Parnes
February 1976

Report Descriptors: LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; LABOR MOBILITY; EMPLOYMENT PATTERNS; TRAINING

NTIS PB259436/AS

3-087* RESEARCH DESIGN ON THE OPERATION OF THE FEDERAL GOVERNMENT LABOR MARKET

OPERATIONS RESEARCH, INC.
SILVER SPRING, MD.

James O'Leary

Contract 20-24-77-29
Project still in progress

Descriptors. FEDERAL GOVERNMENT; CIVIL SERVICE SYSTEM; LABOR MARKET BEHAVIOR; LITERATURE REVIEW; DATA SOURCES AND USE

This project is for the design of a research study of the Federal Government as a labor market for the civilian workers employed under the merit systems. The design encompasses a comprehensive examination of the Federal Government labor market analagous to prior research on private sector labor markets, e.g., analyses of supply and demand of workers, institutional constraints, recruitment and hiring standards, mobility, wage determination, and promotion and retirement policies. The objectives of the research for which the design is to be prepared include the provision of operational information of use to the U.S. Civil Service Commission and other interested agencies. These objectives include early identification of shortage occupations and identification of Federal career patterns to improve occupational structuring.

Tasks to be undertaken in the development of the research design are: (1) Literature review; (2) analysis of data from the U.S. Civil Service Commission, and other

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

government agencies, and relevant nongovernment organizations; and (3) interviews with knowledgeable persons.

The project is identical to contract 20-17-77-30 since two organizations were awarded contracts to prepare a research design.

3-088* Research Design on the Operation of The Federal Government Labor Market

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Jean J. Couturier and Richard P. Schick

Contract 20-17-77-30
Project still in progress

Descriptors: FEDERAL GOVERNMENT; CIVIL SERVICE SYSTEM; LABOR MARKET BEHAVIOR; LITERATURE REVIEW; DATA SOURCES AND USE

See description under contract 20-24-77-29.

3-089* Research on Program for Persons of Limited English-Speaking Ability

UNIVERSITY RESEARCH CORPORATION
WASHINGTON, D.C.

Dr. Jack Reynolds

Contract 20-11-77-31
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; PUERTO RICANS; IMMIGRANTS; BASIC EDUCATION; VOCATIONAL EDUCATION; INSTRUCTIONAL MATERIALS; OCCUPATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT

The Employment and Training Administration has funded 47 projects to provide employment and training services for persons of limited English-speaking ability. A total of $5 million was made available for these projects, which serve primarily Spanish-speaking groups, with Asians and Southeast Asians making up the second largest group. "Limited English-speaking ability" has been defined for this program as "an inability to speak English which impairs a person's ability to seek or obtain employment and whose normal language is other than English." This contract has two objectives. The first is to review, analyze, and assess the entire special program for persons of limited English-speaking ability; the second is to identify, document, and analyze in considerable detail a selected number of particularly noteworthy programmatic approaches with the aim of facilitating their replication by other prime sponsors.

PROGRAM FOR PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY

SUMMARY OF PROJECTS FUNDED

Dr. Jack Reynolds and Marta Kelsey
November 1977

NTIS PB274258/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213

3-090 Rural Oriented R&D Projects Supported by ETA/USDL: A Review and Synthesis

OREGON STATE UNIVERSITY
CORVALLIS, OREG.

Grant 21-46-76-12
Project completed fiscal year 1977
Dr. Gene S. Leonardson and Dr. David M. Nelson
February 1977

Report Descriptors: RURAL AREAS; SUPPORTIVE SERVICES; PLANNING, RESEARCH, AND DEVELOPMENT; PUBLIC EMPLOYMENT PROGRAMS; STATE-OF-THE-ART PAPERS

NTIS PB263518/AS
ETA R&D MONOGRAPH NO. 59

3-091* The School-to-Work Transition of Non-College Young Persons

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Dr. Stanley P. Stephenson, Jr.

Grant 28-42-78-54
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; YOUNG WOMEN; LABOR FORCE PARTICIPATION; EARNINGS; OCCUPATIONAL CHOICE

The researcher will examine the decisionmaking process of a group of young persons as they develop from full-time (noncollege) students into full-time workers. Using data from the National Longitudinal Study of the High School Class of 1972 and the young women's sample from the National Longitudinal Surveys, the researcher will: (1) Determine which personal attributes, such as educational and training background, and labor market conditions explain the movement of young persons from school enrollment to unemployment or employment; (2) determine the impact of previous unemployment on subsequent earnings and occupational choice, employment, and future unemployment; (3) examine, for women, the interaction between marital status, school enrollment, and labor force participation; and (4) find out the impact of the nature of the transition process on subsequent earnings and occupational choice. The main approaches to be used are tabular presentations of the data, multiple regression analysis, and the multinomial logit function.

3-092* SECRETARY OF LABOR'S INVITATIONAL CONFERENCE ON THE LONGITUDINAL SURVEYS OF MATURE WOMEN

NATIONAL COMMISSION FOR MANPOWER POLICY
WASHINGTON, D.C.

Dr. Isabel V. Sawhill

Grant 21-11-78-28 (formerly Grant 21-11-77-01)
Project still in progress

Descriptors: WOMEN; NATIONAL LONGITUDINAL SURVEYS; CONFERENCES; LABOR FORCE BEHAVIOR; CAREER PATTERNS; CHILD DAY CARE

The grantee conducted a conference in January 1978 at which scholars presented and discussed papers utilizing data on the mature women's cohort of the National Longitudinal Surveys. (The women, aged 30 to 44 at the beginning of the surveys, are one of four population cohorts whose labor market behavior is being traced in the surveys.)

The purpose of the conference was to encourage members of the research community to use the National Longitudinal Survey data on the mature women for policy-oriented analyses of the labor force behavior and work attitudes of this cohort. One of the conference sessions consisted of a discussion by a panel of researchers and policymakers on what policymakers need to know that researchers can address. Other sessions covered topics such as work and family roles and how women fare in the labor market.

3-093* SECRETARY OF LABOR'S INVITATIONAL CONFERENCE ON THE NATIONAL LONGITUDINAL SURVEYS OF YOUNG MEN AND YOUNG WOMEN

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Dr. Ronald L. Oaxaca

Grant 21-04-78-38
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; YOUNG WOMEN; BLACKS; EARNINGS; UNEMPLOYMENT; CONFERENCES

The project calls for a 2-day conference on the policy uses of the data obtained from the National Longitudinal Surveys (NLS) of young men and women. The conference, to be held in March 1979, will bring together researchers and policymakers to identify specific ways in which the NLS can be used to serve policy ends. Specifically, it will generate a strategy for using survey data to answer policy questions on participation of young people in the labor force.

The conference on the youth cohorts will present commissioned papers on such topics as youth unemployment; schooling choices; unions and young workers; determinants of hours of work; and black/white and male/female earnings differences. The conference proceedings will be published for widest possible dissemination.

3-094 SECRETARY'S INVITATIONAL CONFERENCE ON LONGITUDINAL STUDY OF MEN IN PRE-RETIREMENT YEARS

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Dr. Seymour L. Wolfbein, School of Business Administration

Grant 21-42-76-04
Project completed fiscal year 1978

Descriptors: LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; OLDER WORKERS; LABOR FORCE PARTICIPATION; LABOR MOBILITY; TRANSITION FROM WORK TO RETIREMENT; HEALTH

At a conference held in December 1976, scholars, administrators, and other employment and training experts in and out of Government presented and discussed papers analyzing data on the cohort of middle-aged men from the National Longitudinal Surveys. (The men, aged 45 to 59 at the beginning of the surveys, are one of four population cohorts whose labor market behavior is being traced.)

Discussion of the employment and preretirement experiences of the middle-aged men centered on implications for national policy and program application.

MEN IN THE PRE-RETIREMENT YEARS
October 1977

NTIS PB283026/AS

3-095* SOCIOECONOMIC DETERMINANTS OF URBAN POVERTY AREA WORKERS' LABOR FORCE PARTICIPATION AND INCOME

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Dr. James R. Pinkerton, College of Administration and Public Affairs

Grant 21-29-74-12
Project still in progress

Descriptors: AGE DIFFERENCES; FAMILIES; MOTIVATION; GHETTO RESIDENTS; URBAN PROBLEMS; LOW-WAGE JOBS; UNDEREMPLOYMENT; SERVICE DELIVERY SYSTEMS; MEN; LABOR MARKET BEHAVIOR; PREDICTION OF SUCCESS IN PROGRAMS; LABOR FORCE PARTICIPATION; ILLINOIS, CHICAGO; MISSOURI, ST. LOUIS; TEXAS, SAN ANTONIO

This project focused on the socioeconomic characteristics of urban male workers aged 16 to 64 who are living in low-income neighborhoods, to identify the factors in ghetto life that combine and accumulate to cause individuals to perform poorly in the labor market or never to enter the labor market.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The study used two specific computerized techniques (Automatic Interaction Detector and Multiple Classification Analysis) to examine data in the 1970 Census Employment Survey (CES) and obtain predictive values on ghetto residents' labor force participation and income. CES poverty areas in Chicago, St. Louis, and San Antonio were studied.

The study found that each of the elements measured—discrimination, human resources, economic structure—affects the employment and income levels of poverty-area workers. For instance, being black or of Spanish origin increases a worker's chances of living in a poverty area. Age-group discrimination is a more serious problem than racial or ethnic discrimination, and both young and old workers, irrespective of their race or ethnicity, experience sizable losses in employment and income. The study questions to what extent health problems are a cause—or the result—of low employment levels and the loss of income.

Worker family situations may have an important impact on work attitudes and lifestyles that, in turn, influence employment and income levels. The responsibility for supporting a family appears to provide an incentive for achieving a higher income level.

The study points to the need for private companies to provide more high-wage jobs to poverty-area workers and notes that currently, these workers find the most high-wage opportunities in government. It suggests that the Federal Government continue to provide high-wage public jobs to reduce the "oversupply" of labor in low-wage sectors of the economy. Moreover, it recommends adequately funded income maintenance programs to reduce labor mobility as well as to support those who cannot work.

The researcher notes that the experience of initial "hard-core" hiring programs showed that simply providing a person with a job is not enough. The employee has to have sufficient motivation, proper work habits, required skills, and adequate physical capacity to perform successfully. Organizations opening up jobs to minority workers may need assistance in learning how to cope with problems related to recruitment and selection, training, job placement, job performance, peer group adjustment, superior-subordinate relationships, and promotion decisions.

The study also points to the need for upgrading human resources and job information during the early years before a person completes formal schooling. In addition, it recommends continued flexibility in CETA and other Department of Labor programs to give to local officials the latitude they need to deal with employment problems in their areas.

3-096* Study of CETA Plans for Indian Reservation Economic Development

URBAN AND RURAL SYSTEMS ASSOCIATES (URSA)
SAN FRANCISCO, CALIF.

Ernest J. Fazio, Jr.

Contract 20-06-78-07
Project still in progress

Descriptors: INDIANS; ECONOMIC DEVELOPMENT; INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA)

The purpose of this project is to review and analyze economic plans for 25 indian reservations for possible integration with CETA plans. The contractor will select Indian reservations and CETA sponsors and identify, document, and analyze promising approaches to integrating CETA and economic plans for replication by others. A final report will contain recommendations on integration for use by all Indian prime sponsors.

3-097* Study of Factors Important in Developing Alternative Employment for Migrant and Seasonal Farmworkers

MILLER & BYRNE, INC.
WASHINGTON, D.C.

Ruth Blau

Contract 20-24-78-06
Project still in progress

Descriptors: FARMWORKERS; CETA PROGRAMS; OCCUPATIONAL MOBILITY; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING

This project is developing a three-part training program for the field staffs of CETA section 303 grantees on factors known to be important in helping farmworkers end their dependency on seasonal agricultural work. The training materials will consist of a training text or monograph, a curriculum guide for use of trainers, and a videotape script to reinforce material presented in other formats—all designed to help field staff involved in day-to-day delivery of services improve their understanding of the client group and their ability to provide effective help.

To decide on the content of the training, project staff are reviewing the substantial body of research literature on migratory and other seasonal farmworkers, their characteristics, needs, problems, and aspirations. They are comparing interpretations drawn from this literature to actual operating conditions by interviewing farmworker participants, staff specialists, employers, and other community leaders in more than 8 States that have CETA farmworker programs. In both the literature review and the field data collection, staff are concentrating on individual, family, community, economic, and program factors and their interrelationships as they affect farmworkers' chances of developing alternative lifestyles.

3-098 A Study of Immigrants in the Labor Force

LINTON AND COMPANY, INC.
WASHINGTON, D.C.

David S. North

Contract 20-11-74-21
Project completed fiscal year 1978

Descriptors: IMMIGRANTS; EMPLOYMENT OPPORTUNITIES; LABOR CERTIFICATION PROGRAM; LABOR FORCE PARTICIPATION; TRANSITION TO WORK; LABOR SUPPLY; ALIENS

The objectives of the study were to determine the nature and extent of immigrant participation in the labor force and the factors that inhibit or encourage participation, the training that immigrants bring with them and its utilization, their earnings, and their labor market experiences over time.

The researcher analyzed data from the 1970 census of the foreign born, published Immigration and Naturalization Service (INS) data on groups of recent immigrants, unpublished INS data on a sample made up of 5,000 immigrants admitted in fiscal year 1970, and unpublished Social Security Administration data on the earnings of 1,393 (1970) immigrants. In addition, the researcher interviewed 254 persons from the sample of 5,000 immigrants admitted in fiscal 1970.

Among the findings were the following: 1. The demographic profile of recent groups of legal immigrants resembles that of the population at large: in age mix, level of education, and marital status, they are close to the national norms. 2. The immigrants earn much more money in the United States than they did in their homeland, and they work 10 fewer hours per week. 3. The immigrant women quickly earn more — perhaps by working longer — than their citizen counterparts in the U.S. labor market; the men approach equity with their peers more slowly. 4. There are substantial occupational group movements, many of which are initially downward. In connection with U.S. policies, the researcher reports that: (a) Although most immigrants become workers in the United States, most enter the country under provisions of the immigration law relating to family ties, and only a small minority are screened for their labor market characteristics; (b) while other segments of the U.S. labor force are protected from discrimination by employers, under most circumstances the immigrants are not so protected; and (c) immigrants (other than those who have been part of some large refugee groups) are not targets for specialized employment and training programs, as are many other segments of the U.S. work force.

The project also examined the socioeconomic characteristics and labor force participation of a sample of illegal aliens and a sample of green card commuters (i.e., immigrants who live in Canada or Mexico but work in the United States). Extensive interviews were conducted with 793 apprehended illegal entrants and 250 green card commuters. Questions were asked on: (1) Demographics; e.g., age, nationality, and marital status; (2) education and training; (3) work experience; (4) expenditures; e.g., amount of earnings usually sent to country of origin; and (5) experiences with social insurance, welfare, and health care agencies in the United States.

Among the findings were: (1) Most of the apprehended illegal aliens interviewed for this study were young disadvantaged adults who came from less developed countries to find employment in the United States, primarily in low-wage, low-skill, and low-status jobs; (2) more than one-fifth were paid below the minimum wage; (3) only 16 percent were union members; (4) the respondents sent an average of $105 a month to their homelands; and (5) the illegal alien workers in the sample were significantly more likely to have participated in "tax-payment systems" than to have used tax-supported programs. For example, most reported having had social security and Federal income taxes withheld from their pay, while only 27 percent used hospitals or clinics, 4 percent collected 1 or more weeks of unemployment insurance, 1 percent secured food stamps, and 0.5 percent received welfare payments.

THE CHARACTERISTICS AND ROLE OF ILLEGAL ALIENS IN THE U.S. LABOR MARKET: AN EXPLORATORY STUDY
David S. North and Marion F. Houstun
March 1976

Report Descriptors: IMMIGRATION; ALIENS; EMPLOYMENT PATTERNS; LABOR MARKET BEHAVIOR

NTIS PB252616/AS

SEVEN YEARS LATER: THE EXPERIENCES OF THE 1970 COHORT OF IMMIGRANTS IN THE U.S. LABOR MARKET
David S. North
June 1978

Report Descriptors: IMMIGRANTS; EARNINGS; EDUCATION; EMPLOYMENT; LABOR MOBILITY; GOVERNMENT POLICIES

3-099 STUDY OF PUBLIC UTILITY INTERNAL LABOR MARKET

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Dr. Myron L. Joseph

Grant 21-42-73-43
Project completed fiscal year 1978

Descriptors: INTERNAL LABOR MARKETS; LABOR MARKET INFORMATION; PUBLIC UTILITIES; UPGRADING; OCCUPATIONAL MOBILITY; MINORITIES

This project—the outgrowth of a feasibility study (grant 92-42-72-34)—examines: (1) The effects of the employment policies of a public utility on the composition and advancement of different groups in its work force; and (2) the firm's recruiting practices and its internal labor market.

Sources of data for the study are: (1) Interviews with company personnel and industrial relations officials; and (2) the files of job applicants and the records of the personnel, payroll, and industrial relations sections.

The researcher found that the company relied primarily on walkins and employee referrals for its job applicants and received a very large number of applications relative to the number of employees hired. Private employment agencies were used for some specialized white-collar jobs. Social agencies and the employment service were sources of black applicants. The company's selection

procedures included informal and subjective elements that led to employment preference for white applicants who were related to company employees. White applicants apparently benefited from an informal communication network. Black employees were hired primarily as a consequence of explicit affirmative action by the company's personnel officer at headquarters. Variables were identified that had a significant effect on the initial screening and hiring of new employees. These included referral sources, aptitude, intelligence tests, and evidence of specific skills and experience.

There was mixed evidence on the validity of the hiring criteria that could be studied. Both positive and negative relationships were observed, and some criteria were unrelated to performance measures. Both blue-collar and white-collar workers appeared able to improve their performance indicators through technical job-related courses made available or supported by the company. The researcher found shortrun turnover highest for employees who were young, female, and who had transferable skills. Black employees and those with low performance ratings also had high termination rates. After the first 2 years, younger, female, and black employees had lower turnover rates.

The data suggested the possibility of discrimination against blacks and female employees in performance ratings and promotions. The researcher points out that only strong affirmative action will enable blacks to enter this relatively stable internal labor market.

SELECTION AND PERFORMANCE IN A GAS UTILITY COMPANY
May 1978

Report Descriptors: EMPLOYMENT; JOB APPLICANTS; INTERNAL LABOR MARKETS; HIRING PRACTICES; TESTING; ASSESSMENT AND EVALUATION

3-100 STUDY OF THE PITTSBURGH PLAN

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Grant 21-42-74-20
Project completed fiscal year 1977

STUDY OF THE PITTSBURGH PLAN: EVALUATION OF ALTERNATIVE APPROACHES FOR INCREASING BLACK PARTICIPATION IN THE CONSTRUCTION TRADES
Otto A. Davis, Norman J. Johnson, Suresh L. Konda, and Charles J. Winkler, in conjunction with Nate Smith
December 1976

Report Descriptors: APPRENTICESHIP; BLACKS; CONSTRUCTION INDUSTRY; COST EFFECTIVENESS; UNIONS; PENNSYLVANIA, PITTSBURGH

NTIS PB261819/AS

3-101 A STUDY OF UNEMPLOYMENT INSURANCE EXHAUSTEES

MATHEMATICA POLICY RESEARCH, INC.
PRINCETON, N.J.

Contracts 20-34-74-23 and 11-34-74-01
Project completed fiscal year 1976

A LONGITUDINAL STUDY OF UNEMPLOYMENT INSURANCE EXHAUSTEES
Mary Kilkenny, Walter Nicholson, and Walter Corson
January 1976

Report Descriptors: WELFARE RECIPIENTS; JOB SEARCH; LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES

NTIS PB255966/AS

EXPERIENCES OF UNEMPLOYMENT INSURANCE RECIPIENTS DURING THE FIRST YEAR AFTER EXHAUSTING BENEFITS
Walter Corson, Walter Nicholson, and Felicity Skidmore
August 1976

Report Descriptors: WELFARE RECIPIENTS; INCENTIVES; FAMILIES; JOB SEARCH; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES; DURATION OF UNEMPLOYMENT

NTIS PB258635/AS

3-102 TOBACCO MECHANIZATION AND RESOURCE ADJUSTMENT IN THE TOBACCO INDUSTRY: A RESEARCH PROGRAM

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

Grant 21-37-73-25
Project completed fiscal year 1977

FLUE-CURED TOBACCO HARVEST LABOR: ITS CHARACTERISTICS AND VULNERABILITY TO MECHANIZATION
Dr. Dale M. Hoover and Leon B. Perkinson
1977

Report Descriptors: RURAL AREAS; TOBACCO; MECHANIZATION; LABOR SUPPLY; SOUTHEASTERN STATES; LABOR DEMAND; NORTH CAROLINA

NTIS PB273892/ASCOPIES LIMITED

FLUE-CURED TOBACCO HARVEST LABOR: ITS CHARACTERISTICS AND VULNERABILITY TO MECHANIZATION (EXECUTIVE SUMMARY)
June 1977

NTIS PB273891/AS

3-103 WOMEN AND PART-WEEK WORK

SCHOOL OF BUSINESS, AUBURN UNIVERSITY
AUBURN, ALABAMA

Ethel B. Jones

Contract 21-01-76-21
Project completed fiscal year 1978

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR MARKET BEHAVIOR; PART-TIME EMPLOYMENT; WORK SCHEDULES

This report examined four aspects of the part-week employment of married women: The proportion holding part-week jobs; characteristics increasing the probability of part-week work; the wage effect of part-week employment in a woman's worklife history; and the impact on her unemployment experience. The data base was the National Longitudinal Surveys of young women (1968-73) and of mature women (1967-72).

Over a 6-year period, three of every five women who worked held part-week jobs. Their work histories usually showed both part- and full-week employment. The test of a household decisionmaking model found young children, more children, a higher income husband, a lower potential market wage, and poor health among significant factors increasing the probability of part-week employment. Intervals of part-week employment increased the current wage less than did full-week jobs. In fact, at particular periods of potential worklife, no work experience reduced future earnings less than did part-week employment. Compared with full-week employees, the part-time workers had a lower incidence of unemployment; the researchers found no consistent differences between the two groups in the duration or multiplicity of spells of unemployment.

Dr. Ethel B. Jones and Dr. James E. Long
March 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; PART-TIME EMPLOYMENT; LABOR MARKET BEHAVIOR; WORK SCHEDULES; WAGES

NTIS PB280737/AS

3-104 WOMEN AND WORK PROJECT

CENTER FOR COMMUNITY CHANGE
WASHINGTON, D.C.

Grant 21-11-75-15
Project completed fiscal year 1976

WOMEN AND WORK
Dr. Patricia C. Sexton
December 1975

Report Descriptors: WOMEN; STATE-OF-THE-ART PAPERS
ETA R&D MONOGRAPH NO. 46, 1977

3-105 THE YOUTH LABOR MARKET: A DYNAMIC OVERVIEW

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Joseph R. Antos and Wesley S. Mellow

Agreement 20-11-76-47
Project completed fiscal year 1978

Descriptors: YOUTH; WAGES; TURNOVER; UNEMPLOYMENT; LABOR FORCE BEHAVIOR; EMPLOYMENT PATTERNS

The project used 6 years of data from the National Longitudinal Surveys of young men and women to investigate changes that facilitate labor market success (or failure) of youth aged 18 to 24. The researchers looked at the following: (1) Factors that are significant in determining whether the youth are working, unemployed, out of the labor force, or attending college or post-high school training; (2) factors that explain different wage rates among full-time workers, e.g., labor market conditions; and (3) determinants of turnover, unemployment, and changes in wage rates induced by job changes.

The study found that productive capabilities are rewarded in the labor market. Education, training, and work experience all increase the worker's expected wage. Nevertheless, in a static setting, many young workers are in jobs below their capabilities. They are not permanently trapped in these jobs. Those initially identified as receiving wage discounts have above-average wage increases between surveys. Although particular types of turnover activity do not systematically affect wage growth, upward mobility is facilitated if the worker changes jobs. For job changers, duration of unemployment has no systematic impact on the wage received at the new job. However, substantial unemployment during the early years of labor market activity is associated with significantly lower rates of wage growth.

The framework assembled to analyze dynamic adjustments in the youth labor market also permits concurrent analysis of the effects of changing aggregate economic conditions and race and sex discrimination. Here the major findings are: Deteriorating aggregate labor market conditions severely disrupt the youth labor market, increasing unemployment and depressing wage growth; blacks have a greater incidence of unemployment and receive substantial wage discounts, with the discounts diminishing over the time period examined; and for both blacks and females, occupational and industrial status are largely responsible for their lower economic standing.

February 1978

NTIS PB283262/AS

3C. EMPLOYER PRACTICES

3-106* DEMONSTRATION PROJECT FOR THE ESTABLISHMENT OF A DOMESTIC CLEARINGHOUSE AND INFORMATION NETWORK ON PRODUCTIVITY AND QUALITY OF WORKING LIFE

WORK IN AMERICA INSTITUTE, INC.
NEW YORK, N.Y.

Grant 21-36-75-17
Project still in progress

Descriptors: BIBLIOGRAPHIES; ORGANIZATIONAL ENVIRONMENT; JOB SATISFACTION; ORGANIZATIONAL STRUCTURE; PRODUCTIVITY; INFORMATION SYSTEMS;

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

INCENTIVES; QUALITY OF EMPLOYMENT; JOB STRUCTURE; WORKER PARTICIPATION IN MANAGEMENT

The clearinghouse provides channels of communication among researchers, union officials, consultants, and organizational executives who are concerned with increasing productivity and the quality of worklife. This includes the organization of work and worktime, innovative methods of compensation, matching workers and jobs, and other strategies for more effectively utilizing human resources and increasing workers' satisfaction.

The clearinghouse publishes a monthly newsletter, *World of Work Report*, which summarizes recent national and international developments related to employment, productivity, and the quality of worklife. Other efforts have focused upon the development of bibliographies and "information packages" on specific areas such as worker alienation, human resource accounting, sociotechnical systems, and managerial productivity. The information package consists of a brief overview of the topic with selected readings chosen by an expert as the best available for the executive who wants to learn about the basic issues in this field.

The following reports are available from Work in America Institute, Inc., 700 White Plains Road, Scarsdale, N.y. 10583.

BREAKTHROUGHS IN UNION-MANAGEMENT COOPERATION
Joseph A. Loftus and Beatrice Walfish (Eds.)
1977

Report Descriptors: WORKER PARTICIPATION IN MANAGEMENT; INDUSTRIAL RELATIONS; COLLECTIVE BARGAINING; LABOR-MANAGEMENT COOPERATION; QUALITY OF EMPLOYMENT; WAGES

A GUIDE TO WORKER PRODUCTIVITY EXPERIMENTS IN THE UNITED STATES 1971-75
Raymond A. Katzell, Penny Bienstock, and Paul H. Faerstein
1977

Report Descriptors: PRODUCTIVITY; WORKING CONDITIONS; TRAINING EFFECTIVENESS AND IMPACT; JOB STRUCTURE; ORGANIZATIONAL STRUCTURE; WORKER/JOB MATCHING

NTIS PB273894/AS

ALTERNATIVE WORK PATTERNS, CHANGING APPROACHES TO WORK SCHEDULING
David Robinson (Ed.)
June 1976

Report Descriptors: WORK SCHEDULES; PART-TIME EMPLOYMENT

PRODUCTIVITY: THE LINK TO ECONOMIC AND SOCIAL PROGRESS, A SWEDISH-AMERICAN EXCHANGE OF VIEWS
Curtis Prendergast (Ed.)
April 1976

Report Descriptors: FOREIGN EMPLOYMENT AND TRAINING POLICY; LAWS AND LEGISLATION; PRODUCTIVITY; INDUSTRIAL RELATIONS; EMPLOYER PRACTICES AND POLICIES; SWEDEN

STUDIES IN PRODUCTIVITY: HIGHLIGHTS OF THE LITERATURE

VOL. 1. QUALITY OF WORKING LIFE AND PRODUCTIVITY
1978

VOL. 2. MANAGERIAL PRODUCTIVITY
1978

VOL. 3. WORKER ALIENATION
1978

VOL. 4. MID-CAREER PERSPECTIVES: THE MIDDLE-AGED AND OLDER POPULATION
1978

VOL. 5. TRENDS IN PRODUCT QUALITY AND WORKER ATTITUDES
1978

VOL. 6. HUMAN RESOURCE ACCOUNTING
1978

3-107* A DEMONSTRATION PROJECT TO DEVELOP AND TEST JOB-SHARING IN WISCONSIN CIVIL SERVICE (PROJECT JOIN)

STATE OF WISCONSIN, DEPARTMENT OF EMPLOYMENT RELATIONS, STATE DIVISION OF HUMAN RESOURCE SERVICES
MADISON, WIS.

Carol Lobes, Mary Cirilli, and Diane Jones

Grant 21-55-76-11
Project still in progress

Descriptors: WORK SCHEDULES; RECRUITMENT; PART-TIME EMPLOYMENT; JOB RESTRUCTURING; JOB SATISFACTION; HIRING PRACTICES

The purpose of this project is to develop and test job sharing in the Wisconsin civil service system for persons who want to return to the labor market part time, plan to retire, or prefer to shift from full- to part-time employment. The project is to compare the productivity of workers in shared jobs with that of employees in conventional work situations and to measure the effect of creating part-time jobs on full-time workers in the same work unit.

Job sharing for purposes of this demonstration is defined as substituting two permanent part-time positions for one full-time professional or paraprofessional, administrative, or technical position. Originally, State agencies were to commit 25 or more full-time positions for the project to develop into 50 or more part-time positions. To date, however, 45 positions have been committed to the project, and the cumulative number of job sharers is 87. These workers were recruited and selected through regular civil service procedures. The control

groups for comparative analysis include applicants not selected and employees in comparable full-time positions. Project staff will survey employees nearing retirement to find out if they are willing to begin the transition from full-time to job-sharing work hours.

The research design provides for testing hypotheses, measuring productivity, and analyzing and evaluating outcomes. As a part of the final report, a replication manual will be prepared for use by other local governments and private industry.

3-108* A Demonstration/Research Project for Maximizing the Integration of Local Labor into the Regional Apple Industry

THE WILLIAM H. MINER AGRICULTURAL RESEARCH INSTITUTE
CHAZY, N.Y.

Claude Wiley

Grant 21-36-78-39
Project still in progress

Descriptors: LABOR SUPPLY; SEASONAL EMPLOYMENT; TEMPORARY EMPLOYMENT; IMMIGRATION; JOB SATISFACTION; JOB RETENTION; NEW YORK

The project will demonstrate on a limited basis special techniques to obtain a willing and able domestic labor force to harvest the apple crop, replacing imported labor currently being used in that industry. It is aimed at increasing employment opportunities in northern New York by providing local apple growers with trained local harvesting crews. Success with the project would show that domestic labor could replace imported harvesting labor in this industry.

Procedures include choosing a local orchard site; employing various recruitment techniques to secure a sample of 30 to 50 local people for the apple harvest; providing a 3- to 5-day training program for the pickers; offering incentives for such employment, e.g., transportation, child care, and higher wages paid for more difficult work; and documenting and assessing the project so that it could be replicated if successful.

3-109* The Development and Evaluation of Four Demonstration Projects Using Management-Labor Committees to Improve the Quality of Working Life

MASSACHUSETTS QUALITY OF WORKING LIFE CENTER
BOSTON, MASS.

Michael Brower

Grant 21-24-77-11
Project still in progress

Descriptors: QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; JOB SATISFACTION; LABOR-MANAGEMENT CONSORTIA; PRODUCTIVITY

Labor-management committees have been started at three sites with the dual goals of improving productivity and the quality of working life through increased worker involvement in workplace problems that fall outside the existing labor contract. Two sites are in the public sector and one is a private profitmaking organization. A limited evaluation of project achievements will be made about 1 year after operation. A second objective is to provide a model State-level center that encourages and assists organizations to increase the quality of working life and productivity through behavioral science techniques and increase their awareness that, in many areas, management and labor can work cooperatively toward common objectives.

3-110 Effectiveness in Work Roles

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Stanley E. Seashore and Dr. Robert P. Quinn, Institute of Social Research

Grant 92-26-72-35
Project completed fiscal year 1978

Descriptors: WORK ENVIRONMENT; LIFESTYLES; WORK ROLES, WORK ATTITUDES; HEALTH AND SAFETY ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK INCENTIVES; PRODUCTIVITY; WORKING CONDITIONS; SOCIAL INDICATORS; LONGITUDINAL SURVEYS; MEANING OF WORK

This study reports on a number of issues concerning the measurement of working conditions and the impact of work environments on employee behavior.

The distinctive features of the study are: (1) The joint use of a large number of descriptors of work environments and of alternative criteria of effectiveness at work; (2) the use, where feasible, of alternative methods of measurement in order to assess the adequacy and reliability of commonly used measures; and (3) the remeasurement of the same job environments and persons after a lapse of 20 months to allow examinations of cause-effect relationships between initial working conditions and employee attitudes, performance, absenteeism, turnover, and outside community involvements.

Interviews, direct observations, and employers' records were used in phase I with a population of 650 employees and supervisors in five different employing organizations. Similar information was obtained in phase II, about 20 months later.

In the development of standardized observation procedures for objectively measuring the nature of jobs and work environments, 11 of the 19 dimensions studied were found to be reliable with respect to both consistency over time and homogeneity of content. Four of six of these measures yield moderate agreement with the employees' perceptions as measured through structured interviews. On the basis of this data, the researcher devised and field tested a simplified and more economical

procedure for direct observation of job and work environment characteristics.

Individual data were more reliable when aggregated by primary work groups rather than by occupational groups and are most reliable when the two methods of aggregation are combined.

It is safe to substitute less obtrusive measures (e.g., observations, records) for more obtrusive measures (e.g., employee interviews) for some dimensions but not for others. The two measurement approaches yielded similar outcomes for hierarchical status but not for the more personal or judgmental variables such as supervisory style and degree of job involvement.

Attempts to refine measures of job satisfaction through adjustments for individual differences in how important different aspects of a job were to the worker failed to enhance the predictive power of the measures.

In seeking the sources of change in measures of working conditions, work attitudes, and work behavior, the researcher found that some types of jobs and some worker subpopulations yielded less error variance than others. Also, changing the occupant of a particular job had a greater impact on a score than changing the job of the particular worker (i.e., the person appears to carry some job attitudes along when changing jobs).

A series of analyses of role stress or strain yielded the following findings:

Workers exposed to high job stress tended subsequently to use various strategies of withdrawal from work, such as absence, lateness, turnover, and psychological withdrawal while at work.

Role ambiguity was correlated with role strain independent of its relationship to variables such as work overload or skill underutilization.

Variety with a job was inversely associated with monotony or boredom, or both, but more intelligent workers were no more likely to become bored than less intelligent workers.

Psychological withdrawal, lateness, absences, and turnover were additive rather than alternative responses to work role stress.

Low quality of employment, measured objectively, and worker dissatisfaction resulted in subsequent voluntary quitting. This was equally true for high- and low-performing workers, in contrast to the generally accepted hypothesis that superior workers would be most likely to quit.

Rewards made contingent upon good performance were more satisfying to the worker than rewards not directly linked to performance, regardless of the absolute amount of the reward.

JOB SATISFACTION: IS THERE A TREND?
Dr. Robert P. Quinn, Graham L. Staines, and Margaret R. McCullough
1974

Report Descriptors: WORK ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; MEANING OF WORK; LITERATURE REVIEW
GPO MANPOWER RESEARCH MONOGRAPH NO. 30

VALIDATING QUALITY OF EMPLOYMENT INDICATORS- REPORT NO. 1
Cortlandt Cammann, Dr. Robert P. Quinn, Terry A. Beehr, and Nina Gupta
May 1975

Report Descriptors: SOCIAL INDICATORS; WORK ENVIRONMENT; WORK ATTITUDES; HEALTH AND SAFETY ATTITUDES; JOB SATISFACTION: QUALITY OF EMPLOYMENT; WORK INCENTIVES; PRODUCTIVITY; WORKING CONDITIONS; MEANING OF WORK

NTIS PB241907/AS

MEASURING WORKING CONDITIONS THROUGH STANDARDIZED ON-THE-JOB OBSERVATIONS- REPORT NO. 2
David A. Nadler and G. Douglas Jenkins, Jr.
May 1975

Report Descriptors: METHODOLOGY; WORKING CONDITIONS; QUALITY OF EMPLOYMENT; WORK ENVIRONMENT; PRODUCTIVITY; JOB ENRICHMENT

NTIS PB241908/AS

EFFECTIVENESS IN WORK ROLES: A LONGITUDINAL STUDY OF EMPLOYEE REACTIONS TO WORK ENVIRONMENT
Dr. Robert P. Quinn, Dr. Cortlandt Cammann, Dr. Nina Gupta, Dr. Terry A. Beehr, Dr. G. Douglas Jenkins, Jr., Dr. Graham L. Staines, and Dr. Stanley E. Seashore
September 1977

Report Descriptors: WORK ENVIRONMENT; WORK ROLES; WORK ATTITUDES; WORK INCENTIVES; PRODUCTIVITY; MEANING OF WORK; SOCIAL INDICATORS

NTIS PB280669/AS

EFFECTIVENESS IN WORK ROLES: METHODOLOGICAL APPENDICES
Dr. Robert P. Quinn, Dr. Cortlandt Cammann, Dr. Nina Gupta, Dr. Terry A. Beehr, Dr. G. Douglas Jenkins, Jr., Dr. Graham L. Staines, and Dr. Stanley E. Seashore
October 1977

Report Descriptors: WORK ENVIRONMENT; WORK ROLES; WORK ATTITUDES; WORK INCENTIVES; PRODUCTIVITY; MEANING OF WORK; SOCIAL INDICATORS

NTIS PB280670/AS

3-111 AN EMPIRICAL ASSESSMENT OF THE PROCESS AND OUTCOMES OF AN ORGANIZATIONAL CHANGE PROJECT AIMED AT IMPROVING THE QUALITY OF WORK LIFE

STANFORD UNIVERSITY, GRADUATE SCHOOL OF BUSINESS
STANFORD, CALIF.

Jerry I. Porras and Reuben H. Harris

Grant 21-06-77-04
Project completed fiscal year 1978

Descriptors: QUALITY OF EMPLOYMENT; PRODUCTIVITY; MANAGEMENT EFFECTIVENESS; WORK ATTITUDES; TEAM BUILDING; MANAGEMENT TRAINING; MANAGEMENT

PLANNING; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING

A national food service organization attempted to improve employee satisfaction and work group performance through an organizational development program consisting of three workshops on human relations, participative problem solving, and team development. This study consists of a preliminary analysis to determine the effects of the workshops and to examine the influence of job satisfaction, commitment, managerial leadership, organizational climate, and group interaction on performance of the work unit.

The researchers found few indications of a major impact on attitudes or productivity, a result that probably can be attributed to the limited nature of the organizational development program. However, they did find several statistically significant differences between the randomly assigned experimental and control units. Contrary to expectation, most of these differences indicated the program had a negative effect on some managers' and employees' perceptions. However, favorable changes in employee self-actualization and some performance measures were also observed.

The correlation analysis yielded a number of statistically significant but complex interrelationships. For example, managers and employees tended to have somewhat different ideas about the influence each has on work unit performance. The authors discuss how these different perceptions could persist, even though they impair the unit's performance, because the experience of each group tends to confirm its own perceptions.
November 1977

Report Descriptors: PRODUCTIVITY; QUALITY OF EMPLOYMENT; MANAGEMENT DEVELOPMENT; WORK ATTITUDES; TEAM BUILDING

3-112 Employee Participation in Pay Plan Development

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 21-26-74-13
Project completed fiscal year 1976
Dr. Edward E. Lawler III and G. Douglas Jenkins, Jr.
August 1976

Report Descriptors: WORK INCENTIVES; WORKER PARTICIPATION IN MANAGEMENT; WORK ATTITUDES; EARNINGS; JOB SATISFACTION; PRODUCTIVITY

NTIS PB257161/AS

3-113 Employment of Handicapped in State Civil Service

STATE OF WISCONSIN—DEPARTMENT OF ADMINISTRATION
MADISON, WIS.

Grant 21-55-74-30
Project completed fiscal year 1977

PROJECT SKILL
Saul Parker, Richard F. McAllister, and David Touch
June 1975

Report Descriptors: HANDICAPPED; RETARDED; STATE AND LOCAL GOVERNMENTS; FILMS
ETA AVAILABLE ON LOAN FOR 1 WEEK AT A TIME.
National Audiovisual Center

FIRST YEAR REPORT ON PROJECT SKILL: DEMONSTRATION PROJECT ON EMPLOYMENT OF HANDICAPPED PERSONS IN STATE CIVIL SERVICE POSITIONS
Carol Lobes
April 1975

Report Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING (OJT); SHELTERED WORKSHOPS; HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; RETARDED

NTIS PB241238/AS

EMPLOYMENT OF HANDICAPPED IN STATE CIVIL SERVICE
Carol Lobes
April 1976

Report Descriptors: EMPLOYER ATTITUDES; HANDICAPPED; INSTITUTIONAL CHANGE; CIVIL SERVICE SYSTEM; ON-THE-JOB TRAINING (OJT); WISCONSIN

PROJECT SKILL: STRATEGIES AND TECHNIQUES
August 1977

Report Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING; SHELTERED WORKSHOPS; HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; WISCONSIN

NTIS PB270528/AS
ETA COPIES LIMITED
GPO R&D MONOGRAPH NO. 54

3-114 Impact of Court Cases and Out-of-Court Settlements on Minority Employment

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 21-48-74-03
Project completed fiscal year 1977

THE IMPACT OF LEGAL AND ADMINISTRATIVE REMEDIES TO OVERCOME DISCRIMINATION IN EMPLOYMENT
F. Ray Marshall, Charles Knapp, Malcolm Liggett, and Robert W. Glover
December 1976

Report Descriptors: COURT CASES; MINORITIES; DISCRIMINATION; SENIORITY SYSTEMS; HIRING PRACTICES; INDUSTRY PRACTICES

NTIS PB264927/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

3-115 The Integration of Females into Male-Oriented Jobs: Experiences of Certain Public Utility Companies

UNIVERSITY OF SOUTH FLORIDA
TAMPA, FLA.

Grant 21-12-75-18
Project completed fiscal year 1976
Dr. Herbert H. Meyer and Mary Dean Lee
July 1976

Report Descriptors: ADJUSTMENT; WOMEN; JOB SATISFACTION; JOB PERFORMANCE; SUPERVISION; PUBLIC UTILITIES

NTIS PB254621/AS

3-116 A Longitudinal Study of Employee Participation in Job Structuring

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Edward E. Lawler III, Institute for Social Research

Grant 21-26-74-16
Project completed fiscal year 1978

Descriptors: MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; LONGITUDINAL SURVEYS; QUALITY OF EMPLOYMENT; LIFESTYLES; WORKER PARTICIPATION IN MANAGEMENT; WORK ATTITUDES; JOB SATISFACTION; JOB STRUCTURE; ABSENTEEISM

This study examined the effects of a consultant's efforts to improve the quality of worklife (QWL) and productivity in a newly established medical products organization. The evaluation, completed by a group not involved in the project, was based on a number of data sources: Questionnaires on factors such as work satisfaction, self-esteem, and work involvement, company records on turnover and absenteeism, production data, site observations, exit questionnaires, questionnaires relative to achievement of quality of worklife goals, and semistructured group and individual interviews.

The evidence suggests that the consultant had limited success in implementing the QWL concepts. The authors attributed these results to weaknesses in the consulting strategies as well as to a number of uncontrollable events, such as a financial crisis, subsequent ownership by a new corporation, the new management's negative attitude towards the project, and a midterm leave of absence by the primary consultant.

In general, employees felt the program achieved its goals for participation and job enrichment to a moderate extent, but later changes related to its intermediate and outcome goals were slight and contrary to expectations. Slight declines, for example, were found in the perceived ability to influence people at higher levels, trust in the organization, and organizational support. Work satisfaction, self-esteem, and involvement also showed unfavorable, although minor, declines.

However, comparisons between the experimental and comparison sites yielded consistent and markedly more favorable scores on most QWL objectives. These findings are difficult to interpret because baseline data could not be obtained from the comparison site and there were other major differences between the sites. Likewise, a variety of comparisons used to measure the effect of the QWL program on absenteeism, turnover and productivity yielded mixed results, showing no consistent pattern.

The study findings are generally inconclusive about the impact of QWL strategies on worker performance and attitudes. However, hindsight suggests a number of lessons for those carrying out quality of work programs, which are discussed in the report. It should be read in conjunction with the consultant's report, "Improvement in the Quality of Worklife and Productivity: A Joint Venture Between Management and Employees," by Edward M. Glaser and others.

THE QUALITY OF WORK LIFE APPROACH TO MANAGEMENT: AN ASSESSMENT OF ITS USE IN NEW PLANTS

Dr. Veronica F. Nieva, Dr. Dennis N. T. Perkins, and Dr. Edward E. Lawler III
1978

Report Descriptors: QUALITY OF EMPLOYMENT; JOB SATISFACTION; WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY

NTIS PB284351/AS

CAUSAL FORCES IN THE CREATION OF A NEW ORGANIZATION

Dr. Veronica F. Nieva, Dr. Dennis N. T. Perkins, and Dr. Edward E. Lawler III
1978

Report Descriptors: QUALITY OF EMPLOYMENT; JOB SATISFACTION; ORGANIZATIONAL DYNAMICS; LIFE SATISFACTION

NTIS PB279446/AS

IMPROVING THE QUALITY OF LIFE AT WORK: AN EVALUATION OF THE CENTERTON EXPERIENCE

VOL. 1

Dr. Veronica F. Nieva, Dr. Dennis N. T. Perkins, and Dr. Edward E. Lawler III
March 1978

Report Descriptors: QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; WORK ATTITUDES; JOB SATISFACTION; PRODUCTIVITY

NTIS

VOL. 2 APPENDICES
March 1978

NTIS PB284482/AS

3-117* On-Site Evaluation of a Quality of Work Improvement Program in San Diego City Government

INSTITUTE OF SOCIAL RESEARCH, THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Stanley E. Seashore

Grant 21-26-77-37
Project still in progress

Descriptors: QUALITY OF EMPLOYMENT; PRODUCTIVITY; WORKER PARTICIPATION IN MANAGEMENT; LABOR-MANAGEMENT CONSORTIA; WORK INCENTIVES; JOB SATISFACTION

This experimental and demonstration study is one of a series examining productivity and quality-of-work outcomes of an organizational change strategy that uses several levels of interlocking labor-management committees to achieve greater involvement of the worker in workplace decisions. A third-party catalyst will assist in the formative stage of creating an ongoing and self-sustaining internal process for cooperatively identifying and analyzing problems that are limiting productivity and worker satisfaction or self-actualization.

The substance and method of the change intervention, chosen by the committees, will address such issues as work standards, compensation systems, training opportunities, work scheduling, job redesign, grievance procedures, improved technology, work methods, etc.

The project will take place in the solid waste and equipment divisions of the General Services Department of the city of San Diego. The consultant intervention will continue for about a year and outcomes measures will be taken during the subsequent 18-24 months at both the experimental and a comparison site. In addition, onsite observations will gain better insight into the processes associated with the intervention strategy and the use of labor management committees.

The Department of Housing and Urban Development and the National Center for Productivity and Quality of Working Life have undertaken a parallel effort to transfer the knowledge and experience gained from the project to other State and local governments.

3-118* ORGANIZATIONAL SELECTION AND EMPLOYEES' CAREERS: THE EFFECTS OF AFFIRMATIVE ACTION AND DECLINING GROWTH ON AN INTERNAL LABOR MARKET

YALE UNIVERSITY
NEW HAVEN, CONN.

Dr. James Rosenbaum, Department of Sociology

Grant 21-39-76-14
Project still in progress

Descriptors: EMPLOYER PRACTICES AND POLICIES; CAREER PATTERNS; MINORITIES; WOMEN; INTERNAL LABOR MARKETS; AFFIRMATIVE ACTION PLANS

This study is examining the selection process at entry and the opportunity structure within an internal labor market. It is concentrating on both supply and demand in a comparison of human capital and vacancy chain analyses. The researcher is investigating the effects of education, skill training, affirmative action policies, and declining economic growth on selection, performance, and career advancement.

Personnel records of a large public utility are being analyzed for the period 1962-75.

3-119 PERMANENT PART-TIME EMPLOYMENT: AN EXPLORATORY ANALYSIS OF EMPLOYER-LEVEL ISSUES

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Grant 21-11-75-16
Project completed fiscal year 1977

PERMANENT PART-TIME EMPLOYMENT: THE MANAGER'S PERSPECTIVE
Dr. Stanley D. Nollen, Brenda B. Eddy, and Virginia H. Martin
May 1977

Report Descriptors: PART-TIME EMPLOYMENT; WORKER UTILIZATION; EMPLOYER PRACTICES AND POLICIES; LABOR MARKET BEHAVIOR; LABOR DEMAND

NTIS PB268390/AS

PERMANENT PART-TIME EMPLOYMENT: AN INTERPRETIVE REVIEW
February 1976

NTIS PB268391/AS

3-120 PILOT MANPOWER TRAINING ADVISORY SERVICE FOR EMPLOYERS

UTAH STATE UNIVERSITY
LOGAN, UTAH

Grant 92-49-72-24
Project completed fiscal year 1976

MANPOWER ADVISORY SERVICE IN THE WORKPLACE: A MISSING LINK IN NATIONAL MANPOWER POLICY
Gary B. Hansen, Marion T. Bentley, et al
March 1976

Report Descriptors: COST EFFECTIVENESS; PRODUCTIVITY; JOB PERFORMANCE; ORGANIZATIONAL STRUCTURE; EMPLOYER PLANNING; UPGRADING; EMPLOYER SERVICES

NTIS PB263781/AS

3-121* REARRANGED WORK SCHEDULES IN THE PRIVATE SECTOR: PART A

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Nathalie Friedman and Dr. Theresa F. Rogers

Contract 20-36-77-04
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: JOB SATISFACTION; WORK SCHEDULES; WORK ATTITUDES

The contractor is synthesizing and analyzing available literature on rearranged work schedules by means of a comprehensive survey. The contractor is also conducting comparative analytic case studies of five diverse types of firms in order to spell out in detail the dynamics and processes involved in the introduction of the compressed workweek and flexible workweek. This research is addressing such questions as the dynamics of the decision to depart from the traditional 5-day week, the process of implementing a rearranged work schedule, and an evaluation of the impact of the change both within the work setting and in the wider society.

It is expected that the successful accomplishment of these objectives will provide a more accurate and coherent knowledge base to guide decisions that are increasingly being made in this area by employers, unions, legislators, and others.

3-122* REARRANGED WORK SCHEDULES IN THE PRIVATE SECTOR: PART B

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Dr. Ronald L Nuttal

Contract 20-25-77-03
Project still in progress

Descriptors: JOB SATISFACTION; WORK SCHEDULES; WORK ATTITUDES

The contractor is collecting information from two firms using rearranged work schedules on how both employers and employees have viewed the experience. The contractor will also collect objective data on effects on performance, productivity, costs, and other efficiency issues. It is expected that the successful completion of this study will provide a more accurate and coherent knowledge base to guide decisions that are increasingly being made in this area by employers, unions, legislators, and others.

3-123 REARRANGED WORK SCHEDULES OF HANDICAPPED EMPLOYEES IN THE PRIVATE SECTOR

REHAB GROUP, INC.
ARLINGTON, VA.

Ruth Sablowsky

Contract 20-51-77-37
Project completed fiscal year 1978

Descriptors: WORK SCHEDULES; HANDICAPPED

This project looked at different work arrangements for handicapped employees. The study was conducted in one firm, Control Data Corporation (CDC), and involved the work situations of 11 handicapped employees and 109 nonhandicapped employees who worked rearranged schedules. The nonhandicapped workers were the comparison group.

One of the most interesting aspects of the project was the Computer Based Survey. The contractor used a computer for all basic survey functions from the preparation of survey instruments and format to the final data analysis. This made it possible for employees to comment on each question without being concerned about space limitations imposed by paper. Responses were immediately stored and were retrievable at any point during the survey. Since no data conversion was necessary, time delays and coding errors were eliminated. Modifications to instructions and survey questions were accomplished quickly, and time delays and logistics involved with printing, distribution, and collection of paper and pencil questionnaires were eliminated.

The project was completed on June 30, 1978. The major findings are: (1) Both the handicapped and nonhandicapped employees viewed flexible working hours as highly beneficial; they believe (a) that morale was higher since establishing flexible work hours and (b) that it was easier to keep doctor appointments, etc. without being absent from work; (2) most were satisfied with their work; and (3) their families were equally satisfied with their work hour arrangement.
June 1978

3-124* A STUDY OF WOMEN IN NONTRADITIONAL BLUE-COLLAR JOBS

WELLESLEY COLLEGE
WELLESLEY, MASS.

Brigid O'Farrell

Grant 21-25-78-21
Project still in progress

Descriptors: WOMEN; BLUE-COLLAR WORKERS; UPGRADING; WORK ATTITUDES; EMPLOYMENT OPPORTUNITIES; DISCRIMINATION

This study will explore women's interest in nontraditional blue-collar jobs and the barriers that limit their mobility. It will examine the relationship between women's traditional and nontraditional job choices and two barriers to selecting nontraditional work: (1) The perception that many of the jobs newly open to women are not desirable jobs for men or women and (2) the perceived lack of support for movement to these jobs. The researcher will study the relationship between these barriers and social, psychological, and demographic variables such as traditional attitudes, age, and family status.

The researcher will use a case study approach, combining intensive interview and small-scale survey techniques. She will collect the data from records and interviews of 60 persons in a company offering a wide variety of blue-collar and clerical jobs.

3-125 SURVEY OF TRAINING IN INDUSTRY

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Contract 20-11-74-16 (formerly 81-09-70-19)
Project completed fiscal year 1977

OCCUPATIONAL TRAINING IN SELECTED METALWORKING INDUSTRIES, 1974
1977

Report Descriptors: UPGRADING; ON-THE-JOB TRAINING (OJT); TRAINING PRACTICES; PRIVATE INDUSTRY; METALWORKING INDUSTRIES
ETA R&D MONOGRAPH NO. 53
Available from the Bureau of Labor Statistics, Publications Office, U.S. Department of Labor

3D. WORKER ATTITUDES

3-126* EXPLORATORY RESEARCH ON NATIONAL WORKTIME PREFERENCES

NATIONAL COMMISSION FOR MANPOWER POLICY
WASHINGTON, D.C.

Dr. Fred Best

Contract 20-11-78-36
Project still in progress

Descriptors: ATTITUDES; WORK SCHEDULES; PILOT STUDY; LABOR FORCE BEHAVIOR

This project is an exploratory national survey to assess the extent to which workers would like to exchange earnings for reduced working hours. It will examine preferences for the scheduling of the reduced hours and the characteristics of workers with different preferences.

3-127* THE INFLUENCE OF VARIABLE WORK SCHEDULES ON WORKER RESPONSES RELATED TO THEIR JOBS

THE UNIVERSITY OF CALIFORNIA INSTITUTE OF BUSINESS AND ECONOMIC RESEARCH
BERKELEY, CALIF.

Dr. Karlene H. Roberts

Grant 21-06-78-17
Project still in progress

Descriptors: MOONLIGHTING; PART-TIME EMPLOYMENT; ABSENTEEISM; JOB SATISFACTION; WORK SCHEDULES; JOB PERFORMANCE

This study will examine the differences between part- and full-time workers in the same occupations. It will compare the two groups on such factors as demographics, reasons for working, recalled job search behavior, work values, job satisfaction, absenteeism, tardiness, and productivity. In addition, it will look into the relationship between hours of work and job responses the context of the characteristics of the individuals, work group, organization, and external environment.

The researchers have access to data collected from 2,000 employees representing a diversity of occupations in the service, retailing, and distributive industries. From this group they will randomly select a sample of 900 full timers and 900 part timers.

3-128 REFINEMENT AND VALIDATION OF AN INSTRUMENT FOR DIAGNOSING JOBS AND THEIR EFFECTS ON EMPLOYEES

YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 21-09-74-14
Project completed fiscal year 1976

A NEW STRATEGY FOR JOB ENRICHMENT
Dr. J. Richard Hackman, Dr. Greg R. Oldham, Robert Janson, and Kenneth Purdy
May 1974

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; INSTITUTIONAL CHANGE; WORK ATTITUDES; PRODUCTIVITY; JOB SATISFACTION

NTIS AD779827/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

ON THE COMING DEMISE OF JOB ENRICHMENT
Dr. J. Richard Hackman
December 1974

NTIS PB240881/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

THE JOB DIAGNOSTIC SURVEY: AN INSTRUMENT FOR THE DIAGNOSIS OF JOBS AND THE EVALUATION OF JOB REDESIGN PROJECTS
Dr. J. Richard Hackman and Dr. Greg R. Oldham
May 1974

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; JOB ANALYSIS; PRODUCTIVITY; WORK ATTITUDES; JOB SATISFACTION; TESTING

NTIS AD779828/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

A FAILURE OF JOB ENRICHMENT: THE CASE OF THE CHANGE THAT WASN'T
Linda L. Frank and Dr. J. Richard Hackman
March 1975

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; INSTITUTIONAL CHANGE; WORK ATTITUDES; JOB SATISFACTION

NTIS AD007356/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

MOTIVATION THROUGH THE DESIGN OF WORK: A TEST OF A THEORY
Dr. J. Richard Hackman and Dr. Greg R. Oldham
December 1974

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; INSTITUTIONAL CHANGE; PRODUCTIVITY; WORK ATTITUDES; MOTIVATION

NTIS AD009331/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

3-129 WORK ATTITUDES AND LABOR MARKET EXPERIENCE: A LONGITUDINAL STUDY OF FOUR SEX-AGE COHORTS

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Grant 21-42-75-06
Project completed fiscal year 1977

WORK ATTITUDES AND LABOR MARKET EXPERIENCE; EVIDENCE FROM THE NATIONAL LONGITUDINAL SURVEYS

Paul J. Andrisani, Eileen Appelbaum, Ross Koppel, and Robert C. Miljus

May 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WORK ATTITUDES; JOB SATISFACTION; WORK ETHIC; MOTIVATION; MEANING OF WORK

NTIS PB270388/AS
ETA R&D MONOGRAPH FORTHCOMING
Praeger Publishers, Inc., New York, N.Y.

4. ECONOMIC AND SOCIAL POLICIES

4. ECONOMIC AND SOCIAL POLICIES

4-001* AN ANALYSIS OF THE EARNINGS, EMPLOYMENT, AND IMPACT OF IMMIGRANTS TO THE UNITED STATES

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Dr. Barry R. Chiswick

Grant 21-06-78-20
Project still in progress

Descriptors: IMMIGRATION; ALIENS; EARNINGS; LABOR FORCE PARTICIPATION; WOMEN; MINORITIES

The researcher will analyze the earnings, employment, and labor force participation rates of foreign-born residents and their native-born children. Separate analyses will be conducted for men and women and for various ethnic groups, including non-Spanish whites, Mexicans, Cubans, blacks, and Asians. The study will examine the effects of education, age, place of residence (e.g., urban-rural), number of years in the United States, country of origin, and native language.

The researcher also will estimate the impact of immigration on the aggregate national income of the United States and on the distribution of this income. The primary data source for the project is the 1970 Census of Population Public Use Sample.

4-002 ASSESSING THE IMPACT OF HUMAN RESOURCES DEVELOPMENT POLICIES ON GEOGRAPHIC MOBILITY

THE RAND CORPORATION
SANTA MONICA, CALIF.

Grant 21-06-73-50
Project completed fiscal year 1976

WHY FAMILIES MOVE: A MODEL OF THE GEOGRAPHIC MOBILITY OF MARRIED COUPLES
Dr. Julie DaVanzo
September 1976

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; GEOGRAPHIC MOBILITY; HUMAN RESOURCES DEVELOPMENT POLICY; FAMILIES

NTIS PB262053/AS
ETA R&D MONOGRAPH NO. 48
Available from the Rand Corporation, Santa Monica, Calif. 90406

4-003* THE BORDER INDUSTRIALIZATION PROGRAM: ITS ROLE AS A PULL FACTOR IN ILLEGAL IMMIGRATION

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Dr. Edward J. Williams and Dr. Mitchell A. Seligson

Grant 21-04-78-29
Project still in progress

Descriptors: IMMIGRATION; ALIENS; UNEMPLOYMENT; RIO GRANDE VALLEY; MANUFACTURING; LABOR DEMAND

This study will examine the impact of the Border Industrialization Program (BIP) on illegal immigration to the United States. It will investigate such hypotheses as: (1) The BIP has led to a burgeoning population and increased unemployment in Mexican border cities, thereby increasing the potential for illegal entry to the United States and (2) employment in the BIP plants gives the workers opportunities for socialization, temporary livelihood, and contact with alien smuggling rings that may encourage them to attempt illegal immigration. The researchers will also investigate the potential of BIP operations located in the interior of Mexico for diverting persons considering illegal immigration from the border regions.

The primary source of data for the study will be interviews with employees in BIP plants. Questions will deal, for example, with migration, workers' demographic characteristics, firing practices within the plants, and attitudes of workers toward accepting work in nonborder BIP operations.

4-004 A CONFERENCE ON "MANPOWER GOALS FOR AMERICAN DEMOCRACY"

NATIONAL COMMISSION FOR MANPOWER POLICY
WASHINGTON, D.C.

Agreement 20-11-76-15
Project completed fiscal year 1977

MANPOWER GOALS FOR DEMOCRACY
The American Assembly
1976

Report Descriptors: CONFERENCES; NATIONAL EMPLOYMENT AND TRAINING POLICY; NATIONAL COMMISSION FOR MANPOWER POLICY; ECONOMIC POLICY; JOB OPPORTUNITIES
Available from The American Assembly, Graduate School of Business, Columbia University

4-005* CONFERENCE ON THE STATUS OF EMPLOYMENT, UNEMPLOYMENT AND

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

UNDEREMPLOYMENT OF THE ASIAN/PACIFIC AMERICANS

RUTGERS UNIVERSITY
NEW BRUNSWICK, N.J.

Dr. Manoranjan Dutta

Grant 21-34-78-42
Project still in progress

Descriptors: CONFERENCES; ASIAN/PACIFIC AMERICANS; LABOR MARKET BEHAVIOR; CAREER PATTERNS; UNEMPLOYMENT; UNDEREMPLOYMENT

A workshop is planned to bring together academicians and ethnic scholars representing the Japanese, Chinese, Filipinos, Koreans, Vietnamese, and Asian Indians to identify the employment-related problems of each group comprising the Asian/Pacific American population. Workshop participants are to recommend priorities for followup efforts and ways to identify and survey this population group. These findings are expected to assist Federal policymakers in developing effective remedial programs to meet the needs of the Asian/Pacific American minority.

4-006* COOPERATIVE ACTION TO IMPROVE OCCUPATIONAL REGULATION

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Benjamin Shimberg

Contract 21-34-76-10
Project still in progress

Descriptors: OCCUPATIONAL LICENSING; HANDBOOKS; STATE AND LOCAL GOVERNMENTS; LAWS AND LEGISLATION; ADMINISTRATION OF LAWS; INSTRUCTIONAL MATERIALS

This demonstration project is developing, disseminating, and promoting legislative and administrative guides as well as a consumer action handbook to assist State officials and public interested groups in improving regulatory practices in their States. The project will provide model administrative procedures, suggested legislation, and case studies of exemplary State reform efforts for use by State policymakers. These statutorial and procedural guides, if adopted by the States, would result in more job-relevant entry requirements, more objective and equitable licensing board practices, and more valid competency measures.

Recognized authorities, State agency personnel, and associations of State government agencies, as well as regulatory officials representing the handbook users, will contribute to the manual. Technical aids, proposed as supplements to the handbook, would include training materials for public members on licensing boards; guides for drafting regulatory legislation and board regulations; and procedures to strengthen competency measures, particularly exams.

Presentations are planned for regional meetings of State government associations to introduce the research products to State policymakers. Field demonstrations are planned to show other States how to institutionalize recommended procedures.

OCCUPATIONAL LICENSING: QUESTIONS A LEGISLATOR SHOULD ASK
Dr. Benjamin Shimberg, Educational Testing Service and Doug Roederer, Council of State Governments
May 1978

Report Descriptors: OCCUPATIONAL LICENSING; STATE AND LOCAL GOVERNMENTS; QUESTIONNAIRE; LAWS AND LEGISLATION

NTIS PB285547/AS
Available from: Council of State Governments, Iron Works Pike, Lexington, Kentucky ($3.00)

4-007 COOPERATIVE PLANNING TO IMPROVE OCCUPATIONAL REGULATION

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Grant 21-34-75-12
Project completed fiscal year 1976

IMPROVING OCCUPATIONAL REGULATION
Dr. Benjamin Shimberg
July 1976

Report Descriptors: OCCUPATIONAL LICENSING; CONFERENCES; STATE AND LOCAL GOVERNMENTS; FEASIBILITY STUDY; CREDENTIALING; ADMINISTRATION OF LAWS

NTIS PB254742/AS
Available from Educational Testing Service, Center for Occupational and Professional Assessment; Princeton, New Jersey 08540.

4-008 AN ECONOMIC ANALYSIS OF OCCUPATIONAL LICENSURE

UNIVERSITY OF RHODE ISLAND
KINGSTON, R.I.

Grant 21-44-75-08
Project completed fiscal year 1976
Dr. Elton Rayack
June 1976

Report Descriptors: OCCUPATIONAL LICENSING; LABOR MOBILITY; TESTING; SKILLED WORKERS; ECONOMIC ANALYSIS AND ECONOMETRICS; RHODE ISLAND; CONNECTICUT; MASSACHUSETTS

NTIS PB258664/AS

4-009* THE ECONOMIC IMPACT IN GUAM OF THE U.S. DEPARTMENT OF LABOR'S ADVERSE WAGE REGULATION

CENTER FOR APPLIED RESEARCH
BERKELEY, CALIF.

Dr. Curtis C. Aller

Contract 20-06-78-41
Project still in progress

Descriptors: LABOR FORCE; EARNINGS; LABOR PRODUCTIVITY; LOW-WAGE INDUSTRIES; EMPLOYER ATTITUDES; FRINGE BENEFITS; GUAM

The purpose of this project is to study the effect of a phased-in series of increasing adverse wage rates for imported construction labor in Guam. The project will survey the wages in two occupations not included in the Bureau of Labor Statistics regular area wage surveys of Guam and investigate working arrangements in the construction industry. The researchers will also analyze the indirect effects of the increased adverse wage rates on construction costs; the economy as a whole, including business and consumer expenditures; and guam's price structure, labor force, and employment opportunities.

4-010 EMPLOYMENT CHARACTERISTICS AND OCCUPATIONAL STATUS OF THE CHINESE IN THE UNITED STATES

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Grant 21-36-73-13
Project completed fiscal year 1976

CHINESE AMERICAN MANPOWER AND EMPLOYMENT
September 1975

Report Descriptors: CHINESE AMERICANS; ECONOMIC ANALYSIS AND ECONOMETRICS; SOCIOECONOMIC STATUS; IMMIGRATION; GOVERNMENT POLICIES; EMPLOYMENT OPPORTUNITIES

NTIS PB246259/AS
ETA *worklife* magazine, march 1976
Praeger Publishers, A Survey of Chinese American Manpower and Employment, September 1976

STATISTICAL PROFILE OF THE CHINESE IN THE UNITED STATES, 1970 CENSUS
Betty Lee Sung
October 1975

Report Descriptors: CHINESE AMERICANS; SOCIODEMOGRAPHIC CHARACTERISTICS; POPULATION; EARNINGS; OCCUPATIONAL STATUS; EDUCATION

NTIS PB256799/AS

ASIAN STUDIES MONOGRAPH I—RACIAL AND ETHNIC GROUP POPULATIONS BY CENSUS TRACK FOR THE SMSA OF NEW YORK CITY, 1970
September 1975

Report Descriptors: POPULATION; RACE; ETHNIC GROUPS; NEW YORK, NEW YORK

NTIS PB258296/AS

ASIAN STUDIES MONOGRAPH II—RACIAL AND ETHNIC GROUP POPULATION BY CENSUS TRACT FOR SMSA'S OF HONOLULU, HOUSTON, LOS ANGELES, SACRAMENTO, SAN FRANCISCO, SEATTLE
September 1975

Report Descriptors: POPULATION; RACE; ETHNIC GROUPS

NTIS PB258297/AS

ASIAN STUDIES MONOGRAPH III—RACIAL AND ETHNIC GROUP POPULATION BY CENSUS TRACK FOR SMSA'S OF BOSTON, CHICAGO, WASHINGTON, D.C., MARYLAND, AND VIRGINIA
September 1975

Report Descriptors: POPULATION; RACE; ETHNIC GROUPS

NTIS PB258298/AS

4-011* EMPLOYMENT GROWTH IN MIDDLE-SIZE CITIES

CONSERVATION OF HUMAN RESOURCES,
COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg and Dr. Thomas M. Stanback,

Grant 21-36-78-33
Project still in progress

Descriptors: INDUSTRY PRACTICES; METROPOLITAN AREAS; JOB STRUCTURE; NORTH CAROLINA, CHARLOTTE; OHIO, COLUMBUS; COLORADO, DENVER; TENNESSEE, NASHVILLE; ARIZONA, PHOENIX

This research will assess the extent to which changes in the industrial structure and locations of metropolitan economies are changing the job opportunities of different groups.

The researchers will investigate five SMSA's—Charlotte, Columbus, Ohio, Denver, Nashville, and Phoenix—all of which are growing faster than the national rate. They will examine the reasons for this growth and try to determine its effect on employment characteristics. For purposes of comparison, they will also examine statistics on a number of other medium-sized metropolitan areas.

The contractor will use several data sources to identify patterns associated with job increases and decreases in a metropolitan area. These sources include the social security Work History Sample, *Employment and Earnings*, Bureau of the Census Enterprise Statistics, Census of Manufactures, Dun and Bradstreet tapes, and interviews with public, corporate, and union leaders.

This report is expected to help employment and training planners and administrators understand the causes of trends within middle-sized cities that contribute to economic growth or decline. by doing so, it should assist them in developing appropriate policies to obtain the

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

greatest possible benefit from the funds available for job creation and training programs.

4-012 Income Inequality and Employment

THE UNIVERSITY OF ALABAMA
UNIVERSITY, ALA.

Dr. Mary Fish

Grant 21-01-77-14
Project completed fiscal year 1978

Descriptors: DUAL LABOR MARKETS; EMPLOYMENT; INCOME; EMPLOYMENT AND TRAINING POLICY; STATE-OF-THE-ART PAPERS

This project was a synthesis/analysis of over 50 research and development projects sponsored by the Employment and Training Administration on the subject of income and employment. In addition, other sources were explored to clarify or supplement basic issues concerning the topic. Several of the studies examined how welfare recipients become gainfully employed and, once employed, move into jobs with wages adequate to raise their standard of living above the poverty level.

Specifically, the report reviews and analyzes: (1) The extent to which welfare recipients and the low-wage employed change income levels due to the participation in employment and training programs; (2) the characteristics that allow workers to move from an inadequate to an adequate wage-income level; (3) the change in income levels achieved by programs designed to upgrade skills; and (4) the type and amount of income change program participants can expect. The report is primarily intended for use by planners and practitioners who design and implement policies and programs dealing with the problems of welfare recipients and the low-wage employed.

May 1978

Report Descriptors: POVERTY; INCOME; FAMILIES; WELFARE RECIPIENTS; EMPLOYMENT AND TRAINING POLICY; STATE-OF-THE-ART PAPERS

NTIS
ETA R&D MONOGRAPH NO. 66

4-013* The Manpower Impact of Government Programs and Policies

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Ronald E. Kutscher, Division of Economic Growth

Grant 81-11-72-16 (formerly 81-11-71-11)
Project still in progress

Descriptors: GOVERNMENT PROGRAM IMPACT; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; LABOR DEMAND; LABOR SUPPLY; LABOR SUPPLY PROJECTIONS

This study is developing a system for measuring the manpower consequences of proposed changes in major Federal programs and policies. The study will delineate industry and occupations to identify potential problem areas. A conversion fact book has been developed to measure the impact of specific government programs in both public and private sectors of the economy. The fact book provides the basis for converting expenditures for various types of programs into employment requirements.

The project utilizes the input-output and industry-occupation matrices to develop total employment and occupational requirements by industry associated with government expenditures. These data are incorporated in several program studies, as well as in instructions in the conversion handbook. In addition, approaches for determining the supply of and demand for labor in a major program have been investigated. As part of the overall project the researcher is examining the effects of alternative assumptions of patterns of energy use on production and employment.

MANPOWER IMPACT OF FEDERAL GOVERNMENT PROGRAMS: SELECTED GRANTS-IN-AID TO STATE AND LOCAL GOVERNMENTS
October 1973

Report Descriptors: GOVERNMENT PROGRAM IMPACT; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; LABOR DEMAND; LABOR SUPPLY; LABOR SUPPLY PROJECTIONS; STATE AND LOCAL GOVERNMENTS
GPO BLS REPORT 424
Available from BLS Regional Offices

EXPENDITURES AND MANPOWER REQUIREMENTS FOR SELECTED FEDERAL PROGRAMS
1975

NTIS PB258662/AS
GPO NO. 029-001-01386-8
Available from BLS Regional Offices

FACTBOOK FOR ESTIMATING THE MANPOWER NEEDS OF FEDERAL PROGRAMS
1975

NTIS PB260847/AS
GPO NO. 029-001-01386-8
Available from BLS Regional Offices

4-014* Manpower Research and the Formation of Manpower Policy

NATIONAL COUNCIL ON EMPLOYMENT POLICY
WASHINGTON, D.C.

Dr. Sar A. Levitan

Contract 81-11-71-09 (formerly Contract 81-09-66-31)
Project still in progress

Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; NATIONAL MANPOWER POLICY TASK FORCE; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; EFFECTIVENESS OF PROGRAM; PLANNING, RESEARCH, AND DEVELOPMENT

The National Council on Employment Policy (formerly the National Manpower Policy Task Force) works closely with government and the research community in reviewing current employment and training developments and assessing them in relation to the need for new policies, programs, and research.

The Council, a group of independent manpower experts, meets four times a year. It prepares policy statements on specific issues, funds research monographs, organizes program and project evaluations, administers an annual conference for recipients of dissertation grants, and reviews the completed dissertations. It also provides, under special arrangements with the Department of Labor, technical assistance to universities that have received institutional grants.

CETA Monographs. Council Member Garth Mangum edited a seven-monograph series of *CETA Program Models*, each of which discusses a major program area common to employment and training operating programs. Individual titles in the series are: *Job Development and Placement*, *On-the-Job Training*, *Work Experience Perspectives*, *Supportive Services*, *Intake and Assessment*, *Classroom Training—The OIC Approach*, and *Public Service Employment*. The monographs present model approaches for specific objectives under varying conditions and discuss advantages and disadvantages of various program options for planners' consideration.

Other monographs, conference reports, projects, research briefs, and policy statements completed late in 1977 or during 1978 are as follows:

Conference on Occupational Planning. Three panels of experts discussed the details of training, including the problems of planning for occupational training and a comparison of different training delivery agents.

Employment and Training Programs for Youth: What Works Best for Whom? The council supported a monograph reviewing Department of Labor youth programs since the early 1960's. The monograph was prepared for the Office of Youth Programs, U.S. Department of Labor, by Garth Mangum and John Walsh.

Review of Community Work Education Councils. The Council provided indirect support for an analysis of the Department of Labor's community work education council project. It lent the time of its executive director and also supported preparation of two case studies and an overview.

Review of Prime Sponsor Experience Under the Youth Employment and Demonstration Projects Act. This project analyzed prime sponsor experience in planning, implementing, and operating youth programs under the new legislation. The review is based on a series of three interim reports and a final report. Each report consists of 10 case studies covering 37 prime sponsors and an overview.

The Council is also supporting two special studies under the youth evaluation contract. One reviews prime sponsor youth plans and annual reports. The other explores possible strategies for increasing cooperation among local education agencies and CETA prime sponsors. In the second study, the Council's basic grant is supporting the executive director's efforts in directing the research of a consultant and in serving as the coauthor of a final report.

The Council has also prepared two policy statements in the field of employment and training: *Expanding Employment Opportunities for the Handicapped*, published in July 1977, and *The Case for CETA Reauthorization: Continued Decentralization and Decategorization*, published in January 1978.

Washington Connection: The Limited Impacts of Evaluation on Policy Formulation, Evaluation Research Society Annual Meeting, Washington, D.C. An examination of the institutional forces that shape the way evaluation findings are used in formulating social policy.

Job Creation for Youth: Improving the Impact, 39th National Conference on Public Administration, Phoenix, Ariz. An analysis of how well the Youth Community Conservation and Improvement Projects and the Young Adult Conservation Corps could be expanded as part of a job creation strategy for youth.

Summary Analysis of an Assessment of Community Work Education Councils (and two case studies presented with eight case studies by other authors), prepared for the Office of Youth Programs, U.S. Department of Labor. An assessment of how community organizers achieve cooperation at the local level to ease the transition of youth from school to work. This study also examines how well the lessons of cooperation could be applied on a national basis.

Overview, (in Initial Youth Employment and Demonstration Projects Act (YEDPA) Experience at the Local Level), prepared for the Office of Youth Programs, U.S. Department of Labor. An overview of local experience in preparing grant applications and planning for CETA youth programs.

Improving Job Opportunities for Youth, (in The Unfolding Youth Initiatives: Prime Sponsor Experience Implementing the Youth Employment and Demonstration Projects Act), prepared for the Office of Youth Programs, U.S. Department of Labor. An overview of early local experience in operating CETA youth programs and establishing ties with other local institutions.

Can We Afford Early Retirement? by Frank Kleiler. An analysis of retirement patterns in the United States, the costs to individuals and the economy, and the long-term impacts of present trends. Johns Hopkins University Press, Baltimore, Md.

Birds of Passage and Promised Lands: Long Distance Migrants and Industrialized Societies by Michael Piore. An examination of the forces drawing immigrants to the United States and an assessment of their impact on domestic labor markets. Massachusetts Institute of Technology Press, Boston, Mass.

Black Women in the Labor Force by Phyllis Wallace. A review of labor force experience of different segments of the black female population. The monograph also suggests the course for future research in the area. (Council approval is pending.)

Energy and Employment by Willis Nordlund and Thayne Robson. An analysis of the impact of changing energy policies on labor as a factor of production in energy industries and on aggregate employment as a factor of production in all economic activity. (Council approval is pending.)

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT: OPPORTUNITIES AND CHALLENGES
April 1974

Report Descriptors: EMPLOYMENT AND TRAINING LEGISLATION; NATIONAL COUNCIL ON EMPLOYMENT POLICY; EFFECTIVENESS OF PROGRAMS; NATIONAL EMPLOYMENT AND TRAINING POLICY; UNEMPLOYMENT; DISADVANTAGED
Available from National Council on Employment Policy, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

EMERGENCY EMPLOYMENT ACT: THE PEP GENERATION
Dr. Sar A. Levitan and Dr. Robert Taggart III, Editors
1974

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971); EFFECTIVENESS OF PROGRAMS; NATIONAL COUNCIL ON EMPLOYMENT POLICY; STATE AND LOCAL GOVERNMENTS; INDIANS
Available from Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah 84105.

ADAPTING LABOR MARKET STATISTICS TO POLICY NEEDS
January 1974

Report Descriptors: LABOR FORCE PARTICIPATION; INCOME; NATIONAL COUNCIL ON EMPLOYMENT POLICY; INFORMATION SYSTEMS; NATIONAL PROGRAMS
Available from National Council on Employment Policy, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

FINAL REPORT: CONFERENCE ON PUERTO RICAN MIGRATION AND MIGRANTS
June 1973

Report Descriptors: CONFERENCES; PUERTO RICANS; MIGRANTS; MIGRATION
Available from National Council on Employment Policy, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

REPORT ON THE 1973 NEW MANPOWER RESEARCHERS CONFERENCE
Dr. Robert Taggart III
September 1973

Report Descriptors: CONFERENCES; PLANNING, RESEARCH, AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS
Available from National Council on Employment Policy, 1819 H St., N.W., Suite 660, Washington, D.C. 20006.

RURAL WORKERS IN RURAL LABOR MARKETS
Dr. F. Ray Marshall
1974

Report Descriptors: RURAL AREAS; EMPLOYMENT PATTERNS; FARMWORKERS; LABOR MARKET BEHAVIOR
Available from Olympus Publishing Co., 937 East Ninth, South, Salt Lake City, Utah 84105.

EMPLOYMENT AND EARNINGS INADEQUACY: A NEW SOCIAL INDICATOR
Dr. Sar A. Levitan and Dr. Robert Taggart III
August 1974

Report Descriptors: DATA SOURCES AND USE; LABOR MARKET INFORMATION; NATIONAL COUNCIL ON EMPLOYMENT POLICY; EMPLOYMENT POLICY; SOCIAL INDICATORS
Policy Studies in Employment and Welfare No. 19, The Johns Hopkins University Press, Baltimore, Md. 21218

MANPOWER PLANNING FOR LOCAL LABOR MARKETS
Dr. Garth L. Mangum and David Snedeker
1975

Report Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; LABOR MARKET INFORMATION
Available from Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah 84105

SEX, AGE, AND WORK
Dr. Juanita Kreps and Robert Clark
1975

Report Descriptors: LABOR FORCE BEHAVIOR; LABOR FORCE PARTICIPATION; SECOND CAREERS; LABOR SUPPLY; WOMEN; AGE DIFFERENCES
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

TOWARD A COMPREHENSIVE HUMAN RESOURCES POLICY
Frederick H. Harbison
June 1976

Report Descriptors: ECONOMIC POLICY; NATIONAL EMPLOYMENT AND TRAINING POLICY; HUMAN RESOURCE DEVELOPMENT POLICY
Available from National Council on Employment Policy, 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

HOW MUCH UNEMPLOYMENT DO WE NEED?
February 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC POLICY
Available from National Council on Employment Policy, 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

THE BEST WAY TO REDUCE UNEMPLOYMENT IS TO CREATE MORE JOBS
July 1975

Report Descriptors: EMPLOYMENT AND TRAINING LEGISLATION; NATIONAL EMPLOYMENT AND TRAINING POLICY; FISCAL POLICY; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT/INFLATION TRADEOFF
Available from National Council on Employment Policy, 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

LABOR ISSUES OF AMERICAN INTERNATIONAL TRADE AND INVESTMENT
Dr. Daniel Mitchell
1975

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page v for further information about ordering reports.

Report Descriptors: TRADE EXPANSION ACT; EMPLOYMENT TERMINATION; RETRAINING; FOREIGN TRADE AND INVESTMENTS
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

ILLEGAL ALIENS: AN ASSESSMENT OF THE ISSUES
October 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; IMMIGRANTS; NATIONAL COUNCIL ON EMPLOYMENT POLICY; CONFERENCES; ALIENS
Available from The National Council on Employment Policy, 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

THE IMPACT OF EMPLOYMENT AND TRAINING PROGRAMS
November 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; COST EFFECTIVENESS; EMPLOYMENT; LABOR MARKET INFORMATION; NATIONAL COUNCIL ON EMPLOYMENT POLICY
Available from The National Council on Employment Policy, 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

REVIVING THE RECOVERY BY DIRECT JOB CREATION
December 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; JOB CREATION; PUBLIC EMPLOYMENT PROGRAMS; TAXES; TRAINING ASSESSMENT
Available from The National Council on Employment Policy. 1819 H Street, N.W., Suite 660, Washington, D.C. 20006.

THE CHICANO WORKER
Vernon Briggs, Walter Fogel, and Frederick Schmidt
April 1977

Report Descriptors: MEXICAN AMERICANS; DISCRIMINATION; EMPLOYMENT OPPORTUNITIES; LOW-WAGE JOBS; POVERTY; PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY; NATIONAL COUNCIL ON EMPLOYMENT POLICY; SOUTHWESTERN STATES
Available from University of Texas Press, P.O. Box 7819, Austin, Texas 78712.

JOBLESS PAY AND THE ECONOMY
Daniel S. Hamermesh
1977

Report Descriptors: UNEMPLOYMENT INSURANCE; EMPLOYER PLANNING; EMPLOYMENT TERMINATION; INCOME MAINTENANCE; TAXES; NATIONAL COUNCIL ON EMPLOYMENT POLICY
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

JOBS FOR THE DISABLED
Dr. Sar A. Levitan and Robert Taggert, III
1977

Report Descriptors: SHELTERED WORKSHOPS; VOCATIONAL REHABILITATION; HANDICAPPED; VETERANS; NATIONAL COUNCIL ON EMPLOYMENT POLICY
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

JOB DEVELOPMENT AND PLACEMENT: CETA PROGRAM MODELS
Miriam Johnson and Marged Sugarman
April 1978

Report Descriptors: CETA PROGRAMS; JOB DEVELOPMENT; JOB PLACEMENT; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; QUALITY OF EMPLOYMENT; HANDBOOKS
ETA

PUBLIC SERVICE EMPLOYMENT: CETA PROGRAM MODELS
Ray E. Corpuz, Jr.
1978

Report Descriptors: CETA PROGRAMS; PUBLIC SERVICE EMPLOYMENT; CETA SERVICES AND PLANNING; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; HANDBOOKS
ETA

WORK EXPERIENCE PERSPECTIVES: CETA PROGRAM MODELS
Marion Pines and James Morlock
1978

Report Descriptors: CETA PROGRAMS; WORK-EXPERIENCE PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; CETA SERVICES AND PLANNING; HANDBOOKS
ETA

SUPPORTIVE SERVICES: CETA PROGRAM MODELS
Susan Turner and Carolyn Conradus
August 1978

Report Descriptors: CETA PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING CETA SERVICES AND PLANNING; HANDBOOKS
ETA

INTAKE AND ASSESSMENT: CETA PROGRAM MODELS
Lee Bruno
September 1978

Report Descriptors: CETA PROGRAMS; ASSESSMENT OF APPLICANTS AND TRAINEES; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; CETA SERVICES AND PLANNING
ETA

ON-THE-JOB TRAINING: CETA PROGRAM MODELS
James Bromley and Larry Wardle
February 1978

Report Descriptors: CETA PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; ON-THE-JOB TRAINING (OJT); JOB DEVELOPMENT; HANDBOOKS
GPO STOCK NO. 029-000-00295-9

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

CLASSROOM TRAINING—THE OIC APPROACH: CETA PROGRAM MODELS
Calvin Pressley and James McGraw
1978

Report Descriptors: CETA PROGRAMS; OPPORTUNITIES INDUSTRIALIZATION CENTERS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; HANDBOOKS

4-015* NONIMMIGRANT WORKERS IN THE UNITED STATES: CURRENT TRENDS AND FUTURE IMPLICATIONS

NEW TRANS CENTURY FOUNDATION
WASHINGTON, D.C.
AND
MANAGEMENT CONSULTANTS UNLIMITED, INC.
ALBUQUERQUE, N.M.

David S. North

Contract 20-11-76-08
Project still in progress

Descriptors: IMMIGRATION; ALIENS; STUDENTS; SEASONAL EMPLOYMENT; TEMPORARY EMPLOYMENT; IMMIGRANTS

The objective of this study is to obtain information about nonimmigrant aliens in the United States, in the form of reliable data concerning their actual numbers, chief characteristics, and current role in the Nation. Particular attention is being devoted to (1) their labor market participation and (2) the degree to which their actual labor market role is congruent with their prescribed role as set forth by their visas.

The project is reviewing regulations and programs dealing with the admission of nonimmigrants; analyzing relevant statistical data; and surveying temporary workers, students, exchange visitors, and persons making intracompany transfers. Project staff will also analyze current legislative proposals for expanding temporary worker programs and make alternative policy recommendations.

Findings from this study should be useful for review and possible revision of the Nation's basic immigration policy. Central to this undertaking will be the question of the appropriate role of nonimmigrant workers in the U.S. labor market, which is precisely the focus of the research.

4-016* THE POTENTIAL OF WAGE SUBSIDIES

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

John H. Bishop, Institute for Research on Poverty

Grant 51-55-73-04
Project still in progress

Descriptors: WAGE SUBSIDIES; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN; LABOR DEMAND; DUAL LABOR MARKETS; LOW INCOME

The overall objective of the study is to increase our understanding of the probable effects of wage subsidies as an alternative form of income supplementation for AFDC recipients. Although such subsidies may be effective in stimulating work effort on the part of beneficiaries, it is first necessary that we be aware of the possible pervasive effects subsidies could have on a variety of economic variables, including the functioning of the low-wage labor market, wage rates, labor demand, income distribution, and the substitution of low-skilled labor for either capital or higher skilled labor.

Three complementary approaches are being used to determine the probable effects of wage subsidies: (1) Provide a model of low-wage labor markets and an evaluation of the wage rate and employment effects of wage subsidy policy based on that model, (2) estimate the impact of wage subsidies on the income distribution and the employment/unemployment experience of low-wage workers; and (3) determine the extent to which low-wage workers will be substituted for capital or higher skilled workers because of wage subsidies. The study also compares the impact of wage subsidies and welfare programs on the stability of marriages and examines the administrative issues involved in designing a wage subsidy program. Major data sources for this work are published BLS time series and special tabulations from the U.S. Bureau of the Census.

4-017* PRIVATE INVESTMENT, PUBLIC POLICY AND THE DECLINE OF OLDER REGIONS: AN ANALYSIS OF THE NEW ENGLAND ECONOMY

JOINT CENTER FOR URBAN STUDIES, HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. Bennett Harrison

Contract 20-11-78-20
Project still in progress

Descriptors: WAGES; MOBILITY; MIGRATION; BUSINESS CYCLE; ECONOMIC GROWTH; NEW ENGLAND

This study will examine the causes of economic decline in the New England region and its consequences for employment, local governments, and firms that remain there. The researchers will study the economic history of New England and compare it with experiences of the sun belt areas stretching from Georgia to southern California. This comparison is expected to provide prospective on the New England experience and assist the researchers in evaluating what they discover about the area.

4-018* PUBLIC SERVICE EMPLOYMENT—A CASE STUDY OF SELECTED RURAL AREAS IN THE SOUTH

NEW YORK STATE SCHOOL OF INDUSTRIAL RELATIONS, CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Vernon M. Briggs, Jr.

Grant 21-36-78-37
Project still in progress

Descriptors: RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT; OLDER WORKERS; DEPRESSED AREAS; SOUTHERN STATES

The purpose of this project is to examine the administration, organization, and effectiveness of public service employment (PSE) programs in selected labor market areas of the rural South. It will also determine to what extent political, social, and economic structures in rural areas may encourage or inhibit the operation of PSE programs.

Data will be gathered from balance-of-State prime sponsors in three Southern States. Three rural counties within these States will be selected for intensive personal interviews with public officials and administrators of public agencies that may utilize PSE participants. In addition, selected household data already collected for an earlier study will be recompiled to construct a profile of the economic and personal characteristics of potential PSE participants. Secondary data from the Bureau of the Census, the Bureau of Labor Statistics, and additional sources will supplement the primary data.

4-019 A REVIEW AND ANALYSIS OF ECONOMETRIC MODELS OF THE U.S. ECONOMY WITH PARTICULAR REFERENCE TO THE IMPACT OF ENERGY POLICIES ON LABOR DEMAND AND EMPLOYMENT

ARLINGTON, VA.

Dr. Dale M. Heien and Dr. Albert J. Eckstein

Contract 20-51-77-43
Project completed fiscal year 1978

Descriptors: ENERGY; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT PATTERNS; LABOR DEMAND

The purpose of this project was to review existing energy models to determine their usefulness in addressing employment and training issues related to changes in energy supply and demand. It divided energy models into three main categories: (1) General economy energy sector interactions models; (2) energy sector models; and (3) energy subsector models.

The report notes that the energy problem, while serious, is not of crisis dimensions. The solution, it says, is basically a problem of price and lies in making the economic adjustments necessary when any good or input becomes relatively more expensive. Namely, substitution must occur.

The report points out that energy models thus far have not been used in any substantial way to study employment and training issues. It offers several principal conclusions on the appropriateness and usefulness of particular models or groups of models for related analyses to employment and training. In the energy sector, which is capital intensive, the main employment adjustments are likely to prevail only during some intermediate-term period, while the United States expands its domestic energy supply sector. Presently, only the Bechtel ESPM model generates detailed labor requirements associated with changing patterns of energy sector activity. Of greatest interest to employment- and training-related issues are the general economy energy sector interactions models. This is particularly true of those models that allow for substitution in demand and production as a function of changing patterns of prices. The Hudson-Jorgenson model, in particular, focuses on adjustments within the economy that derive from price-induced behavior.

The report concludes with a discussion of the various employment and training research issues associated with the energy problem. It divides these issues into five categories: (1) Substitution effects; (2) balance-of-payments effects; (3) investment and new construction; (4) economic growth and inflation; and (5) the distribution of income.

A REVIEW OF ENERGY MODELS WITH PARTICULAR REFERENCE TO EMPLOYMENT AND MANPOWER ANALYSIS
March 1978

NTIS PB279447/AS

4-020 STATIC AND DYNAMIC LABOR SUPPLY FUNCTIONS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Dr. Edward D. Kalachek, Department of Economics

Grant 21-29-73-49
Project completed fiscal year 1978

Descriptors: LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS; LABOR SUPPLY PROJECTIONS; ECONOMIC POLICY; MODELS

This study used data from the National Longitudinal Surveys to examine the determinants of wage differences, labor supply, and labor supply change for mature men. The analysis stressed the distinction between the permanent and transitory components of wages and differential responses to these coefficients. The researchers found that personality, attitudinal, and psychological characteristics affect wages; that workers with the same human capital receive substantially different wages; and that this difference affects quits, layoffs, the duration of unemployment, and hiring standards. Other findings are that labor supply responds positively to the permanent component of wages and negatively to their transitory component; that the use of measured wages in labor supply regressions leads to misleading results; and that

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

workers adjust their labor input rapidly in response to changes in their choice between leisure and income.
Dr. Edward D. Kalachek and Dr. Frederick Raines
June 1978

4-021 SURVEY OF THE PUBLIC'S VIEW OF THE PROBLEMS OF UNEMPLOYMENT

PUBLIC RESEARCH, INC.
WASHINGTON, D.C.

Albert H. Cantril

Contract 20-11-78-25
Project completed fiscal year 1978

Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PUBLIC EMPLOYMENT PROGRAMS

The overall objective of this project was to provide information on public opinion about issues related to CETA title VI and other programs. The contractor, with the assistance of the Roper organization, polled a national modified probability sample of 2,000 people concerning their opinions and attitudes about unemployment, the effectiveness of CETA programs, public service employment, and related employment and training issues.

The major finding of this study was that, given the perceived seriousness of the problem of unemployment, the American people are supportive of an active role for the Federal Government in providing jobs and training for those out of work. The public is concerned that unemployment results in part from welfare and unemployment benefits operating as disincentives to work. At the same time, the public is also alert to the adverse social and economic consequences of unemployment and feels government-created jobs can help reduce the welfare costs the Nation at large must bear while providing useful community services.

UNEMPLOYMENT, GOVERNMENT AND THE AMERICAN PEOPLE
Albert H. Cantril and Susan D. Cantril
September 1978

Report Descriptors: CETA PROGRAMS; PUBLIC SERVICE EMPLOYMENT; WELFARE PROGRAMS

NTIS PB285205/AS

4-022* U.S. IMMIGRATION POLICIES AND PATTERNS: FOREIGN POLICY ASPECTS

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

Dr. Morris Milton

Grant 21-11-78-26
Project still in progress

Descriptors: IMMIGRATION; FOREIGN TRADE AND INVESTMENTS; ALIENS; RURAL AREAS; EMPLOYMENT PATTERNS; LABOR SUPPLY

This project is a study of the foreign policy aspects of U.S. immigration policies and practices. The researchers will: (1) Review the major international migration patterns and their implications for source and host countries; (2) focus on the principal sources of illegal immigration to the United States, examining the factors contributing to the flow, its implications for the sending countries, and the steps that might be taken to reduce the flow; and (3) assess the domestic feasibility of the strategies identified for dealing with the problem. These strategies include modifying current immigration law to give neighboring countries increased immigration opportunities and initiating or expanding economic assistance programs to the principal source countries with special emphasis on developing employment opportunities in rural areas. Other steps are improving access to the commodity markets of the United States and other developed countries and encouraging more extensive population planning.

4-023 WELFARE DEPENDENCY AND LOW-INCOME LABOR MARKETS

STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 51-06-73-06
Project completed fiscal year 1976
Dr. Michael J. Boskin
July 1975

Report Descriptors: LABOR FORCE BEHAVIOR; EMPLOYMENT PATTERNS; WELFARE PATTERNS; AID TO FAMILIES WITH DEPENDENT CHILDREN

NTIS PB246420/AS

4-024* WEST VIRGINIA TRAVEL AND TOURISM INDUSTRY DEMONSTRATION PROJECT

UNITED STATES TRAVEL SERVICE
WASHINGTON, D.C.
AND
WEST VIRGINIA UNIVERSITY
MORGANTOWN, W.VA.

Dr. James M. Rovelstad and Marie Gillespie

Contract 20-11-78-24
Project still in progress

Descriptors: JOB CREATION; LABOR DEMAND; LOW-LEVEL OCCUPATIONS; CHRONICALLY UNEMPLOYED; MINORITIES; DISADVANTAGED

The Department of Labor is participating, under an interagency agreement with the Department of Commerce, in a study of the impact of increased tourism on chronic unemployment in West Virginia. The project is designed to produce and test guidelines for communities and regions for economic development and growth throughout

the travel industry. The DOL participation in the project involves an analysis and evaluation of the effectiveness of developing the travel industry as a potential remedy for chronic unemployment and underemployment, with special emphasis on youth, women, and racial minorities residing in rural areas. Objectives are to: (1) Determine the location, size, characteristics, and employability of the target population segments, as well as the locations and numbers of existing or potential jobs; (2) outline, test, and evaluate a communication mechanism to bring these two components together; (3) measure the change in target segment employment; (4) identify training programs and other aids; and (5) provide a final report with recommendations for other States and Federal agencies to utilize in achieving the basic objective of reducing unemployment.

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5. INSTITUTIONAL, DISSERTATION, AND SMALL-GRANT RESEARCH PROJECTS

To support and complement the Department's research and development programs, special employment and training grants are provided to colleges and universities to strengthen the human resources capability of the institutions, their faculties, and their students. Special employment and training research grants support three types of projects:

1. Institutional grants enable universities to develop and offer programs designed to strengthen the technical abilities of State and local employment and training agency personnel and create a future source of skilled administrators, planners, and evaluators. (See sec. 5A below for details.)
2. Small grants to universities in support of doctoral dissertation research in the employment and training field. (See sec. 5B below.)
3. Small grants to postdoctoral specialists in support of innovative studies and the development of new methods to solve employment and training problems or contribute to policy formulation. (See sec. 5C below.)

5A. INSTITUTIONAL GRANTS

In February 1974, the Institutional Grants (IG) Program was restructured to assist the Department of Labor in carrying out its responsibilities under the Comprehensive Employment and Training Act of 1973 (CETA). In the past, the program emphasized research and the training of researchers. The current thrust reflects needs stemming from the decentralization and local delivery of employment and training programs and services.

Beginning July 1, 1974, 13 grants, planned for a 4-year period, were awarded. They consisted of an award to a university in each of the Department's 10 regions of the country and 3 special awards to schools with significant proportions of black, Spanish American, or Native American students.

These institutions have successfully provided educational programs to strengthen the technical abilities of prime sponsor staff and have developed a supply of future planners, evaluators, and administrators of State and local employment and training programs. As a result, in mid-February 1978 universities were invited to submit proposals for new awards.

The primary objectives of the program are:

1. To support the design and implementation of undergraduate and graduate courses and curriculums of formal instruction (including work-training experience off campus) for future planners, administrators, and evaluators of employment and training programs.
2. To strengthen the capability and expertise of employment and training practitioners at local, State, and regional levels through credit courses and full degree training.
3. To develop, in cooperation with the regional offices of the Department of Labor, the resources and capabilities to enable academic institutions to offer technical assistance and personnel support to CETA prime sponsors and other local, State, and regional organizations concerned with employment and training programs.

Other objectives are:

1. To stimulate greater interest in the employment and training field by academic institutions and established scholars.
2. To encourage greater cooperation among the various behavioral sciences in the conduct of human resources development.

After spending 2 months reviewing the 138 applications received, a specially appointed panel of five eminent academicians, an ETA regional office representative, and a CETA prime sponsor administrator met July 10 to recommend 16 new award

recipients. The 16 new grants, planned for 4 years and totaling $2.5 million annually, became effective September 1, 1978.

The grants include an award in each of the Department's 10 regions of the country and six special awards to schools that enroll significant proportions of black, Spanish American or Native American students.

New recipients of IG grants are:

Region I—Northeastern University, Boston, Mass.

Region II—Medgar Evers College, City University of New York, Brooklyn, N.Y.*; Rutgers University, New Brunswick, N.J.

Region III—Virginia Commonwealth University, Richmond, Va.

Region IV—The University of Alabama, University, Ala.; Clark College, Atlanta, Ga.*; Kentucky State University, Frankfort, Ky.*

Region V—The University of Michigan, Ann Arbor, Mich.

Region VI—Southern University and A&M College, Baton Rouge, La.*; The University of Texas at Austin, Austin, Tex.; The University of Texas at San Antonio, San Antonio, Tex.*

Region VII—The University of Kansas, Lawrence, Kans.

Region VIII—Utah State University, Logan, Utah

Region IX—The University of Arizona, Tucson, Ariz.*; California State University, Sacramento, Calif.

Region X—Seattle University, Seattle, Wash.

* Minority Institution.

5A. INSTITUTIONAL GRANTS

5-001*

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Morris A. Horowitz, Chairman, Department of Economics

Grant 31-25-78-16
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; MASSACHUSETTS; MAINE; NEW HAMPSHIRE; RHODE ISLAND; CONNECTICUT; VERMONT

5-002*

MEDGAR EVERS COLLEGE, CITY UNIVERSITY OF NEW YORK
BROOKLYN, N.Y.

Dr. Rafael Zambrana, Division of Social Sciences

Grant 31-36-78-11
Project still in progress

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-003*

RUTGERS UNIVERSITY
NEW BRUNSWICK, N.J.

Dr. James P. Begin, Institute of Management and Labor Relations

Grant 31-34-78-03
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; NEW JERSEY; NEW YORK; PUERTO RICO; VIRGIN ISLANDS

5-004*

VIRGINIA COMMONWEALTH UNIVERSITY
RICHMOND, VA.

Dr. Donald R. McKenzie, School of Community Services

Grant 31-51-78-10
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; DELAWARE; WASHINGTON, D.C.; MARYLAND; PENNSYLVANIA; WEST VIRGINIA

5-005*

THE UNIVERSITY OF ALABAMA
UNIVERSITY, ALA.

Dr. Trevor Bain, Director, Human Resources Institute

Grant 31-01-78-01
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALABAMA; FLORIDA; GEORGIA; KENTUCKY; NORTH CAROLINA; MISSISSIPPI; SOUTH CAROLINA; TENNESSEE

5-006*

CLARK COLLEGE
ATLANTA, GA.

Dr. Gretchen E. Maclachlan, Southern Center for Studies in Public Policy

Grant 31-43-78-09
Project still in progress

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-007*

KENTUCKY STATE UNIVERSITY
FRANKFORT, KY.

Dr. Alan H. Pearson, School of Public Affairs

Grant 31-21-78-12
Project still in progress

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-008*

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Louis A. Ferman, Institute of Labor and Industrial Relations

Grant 31-26-78-13
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ILLINOIS; INDIANA; MICHIGAN; MINNESOTA; OHIO; WISCONSIN

5-009*

SOUTHERN UNIVERSITY AND A&M COLLEGE
BATON ROUGE, LA.

Dr. Judith C. Robb, College of Business

Grant 31-22-78-04
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; BLACKS

5-010*

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. Robert W. Glover, Center for the Study of Human Resources

Grant 31-48-78-07
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARKANSAS; LOUISIANA; NEW MEXICO; OKLAHOMA; TEXAS

5-011*

THE UNIVERSITY OF TEXAS
SAN ANTONIO, TEX.

Dr. Antonio Furino, Center for Studies in Business, Economics, and Human Resources

Grant 31-48-78-08
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; SPANISH-SPEAKING AMERICANS

5-012*

THE UNIVERSITY OF KANSAS
LAWRENCE, KANS.

Dr. Anthony Redwood, School of Business

Grant 31-20-78-14
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; IOWA; KANSAS; MISSOURI; NEBRASKA

5-013*

UTAH STATE UNIVERSITY
LOGAN, UTAH

Dr. Gary B. Hansen, Business and Economic Development Services

Grant 31-49-78-15
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; COLORADO; MONTANA; NORTH DAKOTA; SOUTH DAKOTA; UTAH; WYOMING

5-014*

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Dr. Joseph J. Walka, College of Business and Public Administration

Grant 31-04-78-05
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA)

5-015*

CALIFORNIA STATE UNIVERSITY
SACRAMENTO, CALIF.

Dr. Jesse F. McClure, Institute for Human Service Management

Grant 31-06-78-06
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARIZONA; CALIFORNIA; HAWAII; NEVADA; AMERICAN SAMOA; TRUST TERRITORY

5-016*

SEATTLE UNIVERSITY
SEATTLE, WASH.

Dr. James E. Sawyer, Institute of Public Service

Grant 31-53-78-02
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALASKA; IDAHO; OREGON; WASHINGTON

5B. DOCTORAL DISSERTATION GRANTS

This section describes activities in fiscal years 1976 through 1978 under one of two small-grant programs authorized by a 1965 amendment to the Manpower Development and Training Act. These programs serve the dual purpose of attracting social science scholars to specialization in the manpower area, while generating new information on critical manpower issues. Doctoral dissertation grants provide support for the dissertation research of Ph. D. degree canidates who have completed all course work for the degree and whose dissertation topics are in the manpower field. With enactment of the Comprehensive Employment and Training Act of 1973, the thrust of the dissertation grant program is toward helping State and local manpower agencies and programs meet their needs for highly skilled personnel and program- and policy-oriented research. (See app. A for application guidelines.)

5-017* ADJUSTMENT COSTS IN THE THEORY OF LABOR DEMAND, PRODUCTIVITY, AND UNEMPLOYMENT

YALE UNIVERSITY
NEW HAVEN, CONN.

Jonathan R. Ratner, Doctoral Candidate

Grant 91-09-74-18
Project still in progress

Descriptors: ADJUSTMENT; PRODUCTIVITY; COSTS; TURNOVER; LAYOFFS; EMPLOYER PLANNING

This study is exploring the shortrun employment function and isolating the role of costs associated with gross employment flows (i.e., quits, layoffs, etc.). Its objectives are: (1) To incorporate the phenomenon of layoffs into an optimizing model of employment dynamics; (2) to determine what conditions would lead the firm in the short run to substitute alternative production-smoothing techniques for layoffs; (3) to examine the implications for unemployment of the impact of uncertainty on layoffs; and (4) to link the aggregate employment equation developed in this study to an explanation of unemployment.

Sources include published data on the private nonfarm sector, the manufacturing sector, and 2-, 3-, and 4-digit manufacturing industries; a time series on capital utilization, constructed by Taubman [illegible] Gottschalk, which uses data on shift work to build a series on "the average workweek of capital"; and a data set compiled by Richard Ruggles on prices and costs for a large sample of firms.

5-018* ADVANTAGED AND DISADVANTAGED VERY EARLY LABOR FORCE WITHDRAWAL—A STUDY OF DIFFERENCES IN THE EMPLOYMENT PATTERNS AND INCOME POSITIONS OF MEN WHO LEAVE THE LABOR FORCE BEFORE AGE 62

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Eric Kingson, Doctoral Candidate

Grant 91-25-78-48
Project still in progress

Descriptors: LABOR FORCE; ECONOMIC STATUS; MEN; EMPLOYMENT PATTERNS; AGE DIFFERENCES; TRANSITION FROM WORK TO RETIREMENT

This study will examine the identifying factors associated with differences in the circumstances of men who were aged 62 by 1975, and had withdrawn from the labor force.

It will consider primarily income status after withdrawal and secondarily control over labor force participation and life status. The researcher will draw samples from National Longitudinal Survey (NLS) data. Sampling procedures will permit comparisons with men aged 4[illegible] to 52 in 1966, who had left the labor force and with those who left permanently between the ages of 62 and 64. The control group will consist of those members of the sample who later reported that they were working and who remained in the labor force until at least age 62.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-019 ALIENATION AND PHYSICAL DISABILITY: ROLE ADJUSTMENT AMONG IMPAIRED WORKERS

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Grant 91-36-76-13
Project completed fiscal year 1977

DIFFERENCES IN ALIENATION BETWEEN GENERAL SOCIAL SURVEY RESPONDENTS AND SEVERELY IMPAIRED WORKERS' COMPENSATION SURVEY RESPONDENTS BASED ON STRUCTURAL AND HEALTH STATUS CHARACTERISTICS
Dr. James C. Romeis
1977

Report Descriptors: ADJUSTMENT; ALIENATION; EMPLOYMENT; HANDICAPPED; HEALTH

NTIS PB274272/AS

5-020* ALLOCATIONAL AND DISTRIBUTIONAL CONSEQUENCES OF DECENTRALIZING MANPOWER PROGRAMS

THE MAXWELL GRADUATE SCHOOL OF CITIZENSHIP AND PUBLIC AFFAIRS, SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Richard Tyson, Doctoral Candidate

Grant 91-36-76-32
Project still in progress

Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); CETA SERVICES AND PLANNING; DECATEGORIZATION

This study is investigating how the purposes of the Comprehensive Employment and Training Act are being fulfilled under a decentralized approach in comparison to previous, more centralized employment and training programs. Four models of decisionmaking are being tested to explain changes in the behavior of local governments over time and variations among prime sponsors in the mix of services and characteristics of those served. In addition, extensive cross-tabulations of observed differences in expenditures, average costs, and numbers of participants by region, type of sponsor, and economic conditions are being carried out to determine if any patterns exist.

Data for the study are obtained from Quarterly Progress Reports of prime sponsors, along with information derived from the Continuous Longitudinal Manpower Survey.

5-021 THE ALLOCATION OF TIME TO VOCATIONAL SCHOOL TRAINING

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grant 91-36-75-04
Project completed fiscal year 1976

THE ALLOCATION OF TIME TO VOCATIONAL SCHOOL TRAINING
Dr. Lawrence S. Olson
June 1976

Report Descriptors: HUMAN CAPITAL; NATIONAL LONGITUDINAL SURVEYS; OCCUPATIONAL TRAINING; POST-HIGH SCHOOL TRAINING; RETURNS ON EDUCATIONAL INVESTMENT; TRAINING; TRAINING EFFECTIVENESS AND IMPACT; VOCATIONAL EDUCATION; VOCATIONAL TRAINING

NTIS PB274276/AS

5-022* AMERICAN EXCEPTIONALISM AND THE STRIKE: A COMPARATIVE STUDY OF LONGRUN TRENDS IN INDUSTRIAL CONFLICT

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Michael Shalev, Doctoral Candidate

Grant 91-55-78-20
Project still in progress

Descriptors: UNIONS; UNION IMPACT; COLLECTIVE BARGAINING

The study will analyze and compare the pattern and longrun evolution of industrial conflict in the United States with the experience of 17 other democratic, highly industrialized societies. Emphasis will be placed on identifying possible downward trends in the "floor" level of conflict. Furthermore, the strike record of six countries (the United States, Britain, Sweden, Germany, France, and Japan) will be examined in detail, using both quantitative and qualitative materials, in order to improve understanding of cross-national differences in the level, forms, and functions of strike activity.

The researcher will test the hypothesis that changes in the political position of the labor movement are the most critical determinants of longrun trends in industrial conflict. This hypothesis will be tested empirically for Japan and all Western industrialized democracies (except Luxembourg and Iceland). In addition, a comparative analysis of the six case study countries will be carried out to determine the conditions under which "political exchange" between trade unions and the State can become a viable alternative to labor and employer strategies based on strike action. The likelihood of any future downward trend in the level of industrial conflict in the United States will also be assessed.

5-023 AN ANALYSIS OF EARNINGS AMONG PERSONS OF SPANISH ORIGIN IN THE MIDWEST

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-26-75-23
Project completed fiscal year 1977
Dr. Richard Santos
1977

Report Descriptors: SPANISH-SPEAKING AMERICANS; ECONOMIC ANALYSIS AND ECONOMETRICS; HUMAN CAPITAL

NTIS PB265017/AS

5-024* AN ANALYSIS OF FACTORS AFFECTING THE QUANTITY, QUALITY, AND SEX DISTRIBUTION OF APPLICANTS TO MEDICAL SCHOOLS IN THE UNITED STATES

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

David C. Stapleton, Doctoral Candidate

Grant 91-55-77-60
Project still in progress

Descriptors: HEALTH OCCUPATIONS; EDUCATIONAL ASPIRATIONS; EDUCATIONAL ATTAINMENT; RETURNS ON EDUCATIONAL INVESTMENT

The purpose of this study is to analyze the demand for places in medical schools. Several time-series models of demand are to be estimated using pooled data for five regions in the United States. In the basic model, several major determinants of demand will be examined, including pecuniary costs of and returns to medical education and the risk of rejection by medical schools associated with rationing of places. An extension of the basic model examines how the same determinants influence the quality of applicants, as measured by Medical College Admission Test scores. In order to study differential effects of these determinants on demand by men and women, the researcher will estimate models for both.

5-025 AN ANALYSIS OF IMPERFECT INFORMATION IN THE LABOR MARKET

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grant 91-36-75-40
Project completed fiscal year 1977

LABOR MARKET EQUILIBRIUM UNDER IMPERFECT INFORMATION
Dr. Louis L. Wilde
1976

Report Descriptors: LABOR MARKET BEHAVIOR; JOB SEARCH; LABOR FORCE BEHAVIOR; LAYOFFS; OCCUPATIONAL INFORMATION

NTIS PB273875/AS

5-026* AN ANALYSIS OF INTERINDUSTRY VARIATIONS IN TRADE-UNION POWER: DETERMINING FACTORS, AND IMPACT ON WAGES AND NONPECUNIARY ASPECTS OF WORKING CONDITIONS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Marie-Paule Joseph Donsimoni, Doctoral Candidate

Grant 91-25-77-57
Project still in progress

Descriptors: UNION IMPACT; COLLECTIVE BARGAINING; UNIONIZATION

The principal focus of this research is to identify the characteristics of industries that affect trade union power, as measured by the impact of unionization on different dimensions of the employment contract. The first stage of the research, based on the assumption that trade union coverage is given exogenously, will concentrate on how its impact can be affected by factors such as the structure of the product market, the labor market, and unions. A second stage of the study will be a direct analysis of the relationship between the factor characterizing the industry structure and trade union coverage. Two different sets of cross sectional analysis will be performed—interindustry and interindividual.

5-027* AN ANALYSIS OF LABOR SUPPLY RESPONSE OVER TIME

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

James E. Duggan, Doctoral Candidate

Grant 91-42-76-50
Project still in progress

Descriptors: LABOR SUPPLY; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR

This research is examining the labor force supply model in a time series environment with a view toward predictive accuracy and appropriate model specification. The study includes: (1) An examination of currently used models of the neoclassical and nonneoclassical type; (2) incorporation into the analysis of a recent development in statistical time series modeling that will enhance the determination of labor supply response over time and provide a standard for predictive accuracy; and (3) examination of additional factors bearing on the theory of labor force participation that will lead to a respecification of the labor force model.

Data for this research include quarterly averages of labor force size, participation rates, and unemployment rates by age and sex derived from the monthly data series (seasonally adjusted and unadjusted) published by the Bureau of Labor Statistics; price data also published by BLS; and personal income and aggregate output data available from the Office of Business Economics. Other time series variables that may be tested for inclusion in the labor supply model (for example, interest rates on

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

short-term U.S. treasury bills as predictors of inflation) are available on computer tapes.

5-028* AN ANALYSIS OF THE DETERMINANTS OF THE LABOR FORCE MOBILITY OF FEMALES

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Pamela J. Heath, Doctoral Candidate

Grant 91-55-73-24
Project still in progress

Descriptors: ATTITUDES; LABOR MARKET BEHAVIOR; CHILD DAY CARE; LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; FAMILIES; WOMEN; LABOR MOBILITY

This research is investigating the relative strengths of economic, demographic, and attitudinal influences on the labor market decisions of women. The investigator is analyzing variations in family financial position, family structure and composition, costs of child care, and the individual's education and training, health, race, and work attitudes.

The analysis uses data from a longitudinal survey of labor force behavior.

5-029 AN ANALYSIS OF THE RULES AND PROCEDURES GOVERNING THE INTERNAL ALLOCATION OF LABOR IN A CIVIL SERVICE MERIT SYSTEM

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Charles S. Rodgers, Doctoral Candidate

Grant 91-25-76-37
Project completed fiscal year 1978

Descriptors: CIVIL SERVICE SYSTEM; GOVERNMENT POLICIES; FEDERAL GOVERNMENT; LABOR MOBILITY

This study investigated the allocation of labor within a Federal civil service agency. It provides a concise history and description of the Federal personnel system (general schedule) and briefly considers selection procedures. The author analyzes the formal rules and regulations governing the internal allocation of employees and concentrates on competitive and noncompetitive promotions. The data sources were: (1) A series of interviews with supervisory personnel and union representatives and (2) a questionnaire on employee characteristics and previous and current work experiences, administered to a sample of 360 employees.

The findings suggest that much of the upward movement of employees through the Federal grade structure takes place independently of performance or productivity. Employees' career patterns seem to depend upon tenure plus the organization of the positions and the length of mobility clusters. The various components of the Federal agency studied varied substantially in the organization of positions and allocative practices.

THE INTERNAL ALLOCATION OF LABOR IN A FEDERAL AGENCY
September 1977

Report Descriptors: CIVIL SERVICE SYSTEM; GOVERNMENT POLICIES; FEDERAL GOVERNMENT; LABOR MOBILITY; JOB ANALYSIS; PERFORMANCE EVALUATION; MASSACHUSETTS, BOSTON

NTIS

5-030 AN ANALYSIS OF TRENDS IN THE RELATIVE EDUCATIONAL ATTAINMENT, EARNINGS, AND OCCUPATIONAL DISTRIBUTION OF WOMEN, 1900 TO 1969

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grants 91-34-70-62 and 91-36-72-34
Project completed fiscal year 1977

THE DETERMINANTS OF THE OCCUPATIONAL DISTRIBUTION OF WOMEN
Dr. Harriet Sheila Zellner
1975

Report Descriptors: EDUCATIONAL EFFECT ON CAREER PATTERNS; EDUCATIONAL ATTAINMENT; OCCUPATIONAL STRUCTURE; MALE/FEMALE; EARNINGS

NTIS PB274277/AS

5-031* ATTITUDES TOWARD EQUAL PAY AND AFFIRMATIVE ACTION FOR WOMEN IN THE WORK WORLD

YALE UNIVERSITY
NEW HAVEN, CONN.

Janet P. Grisby, Doctoral Candidate

Grant 91-09-76-54
Project still in progress

Descriptors: SEX DISCRIMINATION; ATTITUDES; WOMEN; AFFIRMATIVE ACTION PLANS

This dissertation will study the levels of attitudes and beliefs on sex inequality in work and evaluate some of the determinants of such attitudes and beliefs. The project focuses on two dominant aspects of Federal policies on sex inequality in work—equal pay and affirmative action. Affirmative action treats the sexes *unequally* (preference for equally qualified women over men) as a mechanism for achieving *equal* job distributions. People's attitudes to this federally supported policy may be especially complex and therefore important to understand. This study will help to anticipate realistically the effects of, and responses to, the many possible antidiscrimination programs for implementing the laws and help to choose effectively among the alternatives.

5-032 A BEHAVIOR MODEL OF LABOR FORCE MIGRATION

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-36-75-09
Project completed fiscal year 1977
Dr. Sigurd R. Nilsen
1976

Report Descriptors: LABOR MOBILITY; OCCUPATIONAL MOBILITY; GEOGRAPHIC MOBILITY; ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS

NTIS PB274271/AS

5-033 A BENEFIT/COST ANALYSIS OF INSTITUTIONAL TRAINING PROGRAMS IN MICHIGAN PRISONS

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Sandra Elaine Gleason, Doctoral Candidate

Grant 91-26-76-19
Project completed fiscal year 1978

Descriptors: CORRECTIONS; EFFECTIVENESS OF PROGRAMS; COSTS

This research was a benefit/cost analysis of training programs in Michigan penal institutions. The study identified the strengths and weaknesses of institutional vocational training programs by: (1) Evaluating their benefits and costs; (2) determining the personal characteristics associated with employment and recidivism patterns of ex-offenders; and (3) identifying the institutional characteristics of prisons associated with the differences in the postrelease employment and recidivism patterns of ex-offenders.

Data were provided by Michigan State penal institutions and used along with social security data.

Empirical results indicate that the professional vocational training programs, in such fields as computer programing and electronics reduced the probability of recidivism and increased average annual post-prison earnings.

May 1978

Report Descriptors: CORRECTIONS; EFFECTIVENESS OF PROGRAMS; COSTS; REHABILITATION; EDUCATION; EMPLOYMENT; MICHIGAN

NTIS PB284345/AS

5-034 BLUE-COLLAR WORKER RESPONSE TO THE 4-DAY WORKWEEK

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-74-10
Project completed fiscal year 1977

THE FOUR-DAY WORKWEEK BLUE-COLLAR ADJUSTMENT TO A NONCONVENTIONAL ARRANGEMENT OF WORK AND LEISURE TIME
Dr. David M. Maklan
1976

Report Descriptors: BLUE-COLLAR WORKERS; WORK SCHEDULES; MEN; ADJUSTMENT

NTIS PB276352/AS

5-035 CAREER PATTERNS OF 2-YEAR COLLEGE GRADUATES

THE STATE UNIVERSITY OF NEW YORK AT BUFFALO
BUFFALO, N.Y.

Grant 91-36-73-13
Project completed fiscal year 1977

THE LABOR MARKET EXPERIENCE OF TWO-YEAR COLLEGE ALUMNI
Dr. Robert E. Allen
June 1976

Report Descriptors: UNIVERSITIES AND COLLEGES; COLLEGE GRADUATES; LABOR MARKET BEHAVIOR; EDUCATIONAL EFFECT ON CAREER PATTERNS; OCCUPATIONAL MOBILITY

NTIS PB263118/AS

5-036* CHANGE IN WORK PROCESSES AND THE QUALITY OF EMPLOYMENT: THE IMPACT OF POWER RELATIONSHIPS IN THE FIRM

STANFORD UNIVERSITY
STANFORD, CALIF.

William H. Behn, Doctoral Candidate

Grant 91-06-77-13
Project still in progress

Descriptors: WORKER PARTICIPATION IN MANAGEMENT; INDUSTRIAL MANAGEMENT; COLLECTIVE BARGAINING; LABOR MOVEMENT

The primary purpose of this study is to examine the impact of power relationships in firms on the process of change in work organization and the quality of employment. The study is considering such issues as: (1) Distribution of legal rights and power relationships in the workplace; (2) worker participation in collective bargaining; (3) worker participation in decisionmaking and enterprise performance; (4) experimentation with worker participation in management; (5) worker-initiated change in work organization; and (6) conflicts and work reorganization.

The research is based on comprehensive historical analyses of literature, case histories, and labor-management agreements related to the issues studied.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-037 CHANGES IN STATE LABOR LEGISLATION FOR WOMEN, 1900-1973: A SOCIAL INDICATOR'S APPROACH

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-74-42
Project completed fiscal year 1977

A MODEST MAGNA CHARTA: THE RISE AND GROWTH OF WAGE AND HOUR STANDARDS LAWS IN THE UNITED STATES: 1900-1973-A SOCIAL INDICATORS APPROACH
Dr. Ronnie Steinberg Ratner
October 1977

Report Descriptors: LAW; STATE AND LOCAL GOVERNMENTS; SOCIAL CHANGE; LABOR LAWS

NTIS PB273926/AS

5-038* THE CIVILIAN CONSERVATION CORPS: EFFECTIVENESS OF THE CAMPS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Michael W. Sherraden, Doctoral Candidate

Grant 91-26-78-16
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; YOUTH PROGRAMS; MANAGEMENT EFFECTIVENESS

Viewing the Civilian Conservation Corps (CCC) camps as open organizational systems, this study will compare archival materials across camp settings. The study's hypotheses will be examined in the light of research on other youth employment and residential programs such as the Neighborhood Youth Corps, the Job Corps, and the Youth Conservation Corps.

Study findings will be reported to decisionmakers in Federal agencies responsible for the administration of youth employment programs similar to the CCC. The study should contribute to the development of systems theory in organizational analysis and the development of historical methods in organizational research.

5-039 THE COMPANY YOUTH KEEP: AN EMPIRICAL ANALYSIS OF JOBFINDING AMONG YOUNG MEN AGED 14 TO 24

BRYN MAWR COLLEGE
BRYN MAWR, PA.

Grant 91-42-73-21
Project completed fiscal year 1976
Dr. David N. Saunders
December 1974

Report Descriptors: JOB SEARCH; JOB LOCATION; PUBLIC EMPLOYMENT SERVICE; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK

5-040 A COMPARATIVE ECONOMIC ANALYSIS OF THE SIZE DISTRIBUTION OF INCOMES OF WHITE, BLACK, AND SPANISH AMERICAN (LATINO) ETHNIC GROUPS IN THE UNITED STATES

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-18-75-07
Project completed fiscal year 1977
Dr. Mahmood Ali Khan Omarzai
November 1976

Report Descriptors: DISCRIMINATION; EDUCATIONAL ATTAINMENT; INCOME DIFFERENTIALS; ECONOMIC ANALYSIS AND ECONOMETRICS; SPANISH-SPEAKING AMERICANS

NTIS PB265122/AS

5-041* A COMPARATIVE EXAMINATION OF THE RELATIVE EFFECTIVENESS OF SEVERAL DIFFERENT APPROACHES IN THE PREDICTION OF WITHDRAWAL BEHAVIOR

THE UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN, ILL.

Peter W. Hom, Doctoral Candidate

Grant 91-17-77-47
Project still in progress

Descriptors: JOB SATISFACTION; EMPLOYMENT TERMINATION; PART-TIME EMPLOYMENT

Two models of social behavior—an organizational commitment model and a version of the valence model of job attraction—will be compared with job satisfaction to predict withdrawal from the National Guard.

A questionnaire will be administered to a sample consisting of 2,000 members of the Illinois National Guard to provide information to compare the above approaches for predicting reenlistment/withdrawal behavior. Guardsmen selected for the sample will be facing actual reenlistment decisions during the course of the study. Relative effectiveness of each approach will be assessed using regression analysis techniques.

The study is expected to have practical significance, not only for personnel practices in the Armed Forces Reserves, but also for industries making extensive use of part-time employees.

5-042 A COMPREHENSIVE EVALUATION OF THE RECRUITMENT AND TRAINING PROGRAM, INC.'S APPRENTICE OUTREACH PROGRAM

FOR THE CONSTRUCTION TRADES: AN ANALYSIS OF PROGRAM SUCCESS

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-76-07
Project completed fiscal year 1977
Dr. Lucian B. Gatewood
1977

Report Descriptors: RECRUITMENT; CONSTRUCTION INDUSTRY; TRAINING EFFECTIVENESS AND IMPACT; APPRENTICE OUTREACH PROGRAM

NTIS PB266112/AS

5-043 COMPUTABLE NATIONAL MODELS OF THE DISTRIBUTION OF FACTOR INCOME

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-74-41
Project completed fiscal year 1976
Dr. James Medoff
May 1975

Report Descriptors: INCOME; EARNINGS; WAGES; INCOME DIFFERENTIALS; INCOMES POLICY; ECONOMIC POLICY; WAGE DIFFERENTIALS

5-044* CONCENTRATION AND EMPLOYMENT FLUCTUATION: THEORETICAL IMPLICATIONS AND EMPIRICAL TESTS

THE UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Gerald R. Bodisch, Doctoral Candidate

Grant 91-51-77-46
Project still in progress

Descriptors: EMPLOYMENT; JOB STABILITY; LABOR FORCE; LABOR SUPPLY; LABOR FORCE PARTICIPATION

The aim of this research is to determine the impact of occupational concentration on employment fluctuation. In particular, the researcher will use empirical tests to determine whether concentration has a differential impact on fluctuation in hours worked, in contrast to fluctuation in number of workers. Differences among workers across industries will be controlled for by incorporating into the tests the effect of worker characteristics on employment fluctuation.

While previous studies have implicitly assumed a static certainty world in which a firm's primary goal is to maximize profits, this study will focus on value maximizing as the central goal in a risky world. In this way, the researcher will attempt to offer a theoretical explanation as to why the market power of firms in concentrated industries may result in greater fluctuations in employment than those observed in competitive industries.

5-045 THE CONSEQUENCES OF UNEMPLOYMENT ON EVALUATION OF SELF

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-76-34
Project completed fiscal year 1977
Dr. Richard M. Cohn
1977

Report Descriptors: JOB LOSS; ATTITUDES; NATIONAL LONGITUDINAL SURVEYS

NTIS PB265025/AS

5-046 THE CONTRIBUTION OF SOCIAL RESOURCES TO THE INDIVIDUAL'S PARTICIPATION IN THE LABOR FORCE

THE STATE UNIVERSITY OF NEW YORK
ALBANY, N.Y.

Grant 91-36-75-14
Project completed fiscal year 1977
Dr. John C. Vaughn
1977

Report Descriptors: MEN; MOBILITY; STATUS; RECRUITMENT

NTIS PB273889/AS

5-047 CRIME, PUNISHMENT, AND THE MODE OF PRODUCTION

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Grant 91-29-75-10
Project completed fiscal year 1976

MANPOWER POLICY INFERENCES FROM A HISTORICAL ANALYSIS OF CRIME, PUNISHMENT, AND LABOR PROCESS
Dr. Norman Bowers
December 1975

Report Descriptors: LAW ENFORCEMENT; LABOR MARKET; LABOR MARKET BEHAVIOR; CORRECTIONS; ECONOMIC ANALYSIS AND ECONOMETRICS

5-048 DELINEATION OF THE DUAL LABOR MARKET THEORY AND DERIVATION OF TESTABLE HYPOTHESES

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-77-19
Project completed fiscal year 1977

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

EMPIRICAL TESTS OF DUAL LABOR MARKET THEORY AND HEDONIC MEASURES OF OCCUPATIONAL ATTAINMENT
Dr. Marc P. Freiman
December 1976

Report Descriptors: JOB SATISFACTION; MOBILITY; SOCIOECONOMIC STATUS; UPGRADING; MEN

NTIS PB263252/AS

5-049 DEMAND AND TRAINING FOR DENTAL HYGIENISTS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-69-38
Project completed fiscal year 1977

DEMAND FOR HYGIENISTS, AN INTRA FIRM ANALYSIS
Dr. Norbert W. Budde
August 1976

Report Descriptors: LABOR SUPPLY; LABOR DEMAND; HEALTH OCCUPATIONS; TRAINING EFFECTIVENESS AND IMPACT

NTIS PB283127/AS

5-050* DEMAND ASSUMPTIONS IN A MODEL OF THE LABOR FORCE PARTICIPATION OF MALES

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Robert J. Gitter, Doctoral Candidate

Grant 91-55-76-31
Project still in progress

Descriptors: LABOR DEMAND; LABOR SUPPLY; LABOR FORCE PARTICIPATION; WAGE STRUCTURE

This study examines three important issues—the demand for labor, the supply of labor, and the interaction of the two with the wage rate—as they apply to men. Two problems are specifically addressed: (1) Determining what factors influence the demand for labor in the community and (2) estimating the labor supply curve while allowing for the confounding effects of demand.

The 1970 Census of Population provides most of the data on employment status, income, and demographic characteristics needed for the study. Three equations measuring supply, demand, and wage rates are tested, using standard statistical techniques.

5-051 THE DEMAND FOR LABOR SERVICES IN THE SHORT AND LONG RUN: A SIMULTANEOUS EQUATION ECONOMETRIC FRAMEWORK

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-74-09
Project completed fiscal year 1977

THE DEMAND FOR LABOR IN A DYNAMIC PUTTY-CLAY MODEL: A THEORETICAL AND EMPIRICAL INVESTIGATION
Dr. Petros K. Sabatacakis
1976

Report Descriptors: LABOR FORCE PARTICIPATION; PRODUCTIVITY; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR DEMAND

5-052* THE DEMAND FOR MUNICIPAL EMPLOYEES

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Robert E. Hopkins, Doctoral Candidate

Grant 91-42-74-07
Project still in progress

Descriptors: STATE AND LOCAL GOVERNMENTS; LABOR DEMAND

This study of the determinants of municipal employment focuses on the effects of the degree and source of control for city expenditures. The basic theoretical structure of the study is the same as that employed in grant 91-17-71-26.

Using Census of Governments data for 41 major cities, the candidate is estimating employment equations for 12 categories of city government activity.

5-053 DEMOCRACY, AUTHORITY, AND ALIENATION IN WORK: A CASE STUDY OF THE EFFECTIVENESS OF WORKERS' PARTICIPATION IN AN AMERICAN CORPORATION

YALE UNIVERSITY
NEW HAVEN, CONN.

John F. Witte, Doctoral Candidate

Grant 91-09-76-36
Project completed fiscal year 1978

Descriptors: ALIENATION; JOB SATISFACTION; WORKER PARTICIPATION IN MANAGEMENT

This study analyzed a program involving worker participation in a large American corporation where the author was a participant observer for nearly 2 years. He examined two forms of participation, joint worker-manager policy making councils and committees and operational-level experiments with autonomous and semiautonomous work groups.

The most important conclusions are: (1) The work group itself seems to have the greater potential for effective worker participation than do policy councils and committees, although this company was unable to sustain

meaningful participation at the shop floor level over a long period of time. (2) In general, workers' participation is severely limited in the United States, not because of its effect on productivity or the limitations of workers, but rather because of the challenge it poses to the meritocratic premises of corporate organization. The author concludes that lack of belief in and resistance to norms even mildly reflecting a principle of political equality are presently the greatest barrier to industrial democracy.
April 1978

NTIS PB283208/AS

5-054 THE DETERMINANTS OF EDUCATIONAL ATTAINMENT AND ADULT STATUS AMONG BROTHERS: THE KALAMAZOO STUDY

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-74-43
Project completed fiscal year 1976
Dr. Michael R. Olneck
July 1976

Report Descriptors: EDUCATIONAL EFFECT ON CAREER PATTERNS; RETURNS ON EDUCATIONAL INVESTMENT; LONGITUDINAL SURVEYS; YOUNG MEN; TESTING; FAMILIES; ATTAINMENT; STATUS; MICHIGAN, KALAMAZOO

NTIS PB267095/AS

5-055 THE DETERMINANTS OF LOW WAGES FOR WOMEN WORKERS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-16
Project completed fiscal year 1977
Dr. Mary Huff Stevenson
1974

Report Descriptors: WAGE DIFFERENTIALS; SEX DIFFERENCES; LOW-WAGE JOBS; MALE/FEMALE

NTIS PB276340/AS

5-056 DETERMINANTS OF SEXUAL INEQUALITY OF EARNINGS AMONG BLUE-COLLAR WORKERS IN METROPOLITAN LABOR MARKETS

UNIVERSITY OF ILLINOIS
URBANA, ILL.

Grant 91-17-76-23
Project completed fiscal year 1977
Dr. Robert C. Bibb
1977

Report Descriptors: WOMEN; EARNINGS; SALARY COMPARABILITY STUDIES; LABOR MARKET BEHAVIOR; BLUE-COLLAR WORKERS; SECONDARY LABOR FORCE

NTIS PB274312/AS

5-057* DETERMINANTS OF THE AGE OF RETIREMENT AND PATTERNS OF LABOR SUPPLY DURING THE RETIREMENT YEARS

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Frank Sammartino, Doctoral Candidate

Grant 91-55-78-23
Project still in progress

Descriptors: RETIREMENT; TRANSITION FROM WORK TO RETIREMENT; OLDER WORKERS; PENSIONS

The objective of this research is to provide added information on the factors influencing the retirement decision of older workers. The analysis will focus on the patterns of labor supply before and after retirement, as well as on the age at which retirement occurs.

The researcher will analyze data from the Longitudinal Retirement History Survey and estimate models for older male and single female workers. Factors will be investigated that simultaneously determine the quantity of labor supplied in the period prior to retirement, the actual age at retirement, and the quantity of labor supplied in the period subsequent to retirement.

Results of the study are expected to contribute to the knowledge regarding: (1) The impact of social security on the retirement decision, (2) the impact of mandatory retirement, and (3) the pattern of labor supply and the timing of retirement.

5-058* DETERMINANTS OF THE INCIDENCE AND DURATION OF FRICTIONAL UNEMPLOYMENT

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

George E. Cave, Doctoral Candidate

Grant 91-17-78-17
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; FRICTIONAL UNEMPLOYMENT

The main object of this study is to determine whether people who have experienced unemployment are likely to be unemployed in the future and why.

The researcher will use two types of statistical models, drawing from annual panel data developed by Prof. Herbert Parnes, Ohio State University, on young men between the ages of 14 and 24. The data are particularly useful for studies of labor market behavior starting with a person's initial labor force entry and continuing through changes in experience, marital status, and family size.

Answers to the following questions being considered by the study should have immediate and significant policy implications:

(1) How do policies to reduce the incidence of unemployment differ from those to reduce the duration of unemployment for various demographic groups, and what is the potential impact of each kind of policy on the aggregate BLS unemployment rate?

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

(2) How much impact do experience and education have on an individual's probability of being employed?
(3) Can public service jobs for youth be expected to have much permanent effect on the recipient's future labor market behavior or is any effect on unemployment purely temporary?

5-059 DETERMINING THE RATE OF WAGE INFLATION: AN ALTERNATIVE PREDICTOR TO THE UNEMPLOYMENT RATE

BROWN UNIVERSITY
PROVIDENCE, R.I.

Grant 91-44-74-39
Project completed fiscal year 1977

THREE ESSAYS ON THE LABOR MARKET
Dr. John M. Barron
June 1976

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; UNEMPLOYMENT/INFLATION TRADEOFF; LABOR MARKET INFORMATION; JOB SEARCH

NTIS PB263502/AS

5-060 THE DEVELOPMENT OF THE LABOR FORCE IN SAN FRANCISCO, 1870-1910: A COMPARATIVE ANALYSIS OF THREE GROUPS OF WORKERS

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Grant 91-06-75-24
Project completed fiscal year 1977

WORKING MEN IN SAN FRANCISCO, 1880-1910
Dr. Jules E. Tygiel
1977

Report Descriptors: CRAFT WORKERS; MOBILITY; UNIONIZATION; ATTITUDES; CONSTRUCTION INDUSTRY

NTIS PB274488/AS

5-061 THE DIFFERENTIAL EFFECTS OF REDUCED RESEARCH FUNDING ON UNIVERSITY SCIENTISTS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Margit A. Johansson, Doctoral Candidate

Grants 91-34-70-63 and 91-34-69-50
Project completed fiscal year 1978

Descriptors: FEDERAL FUNDING; UNIVERSITIES AND COLLEGES; WORK ATTITUDES; TEACHERS; SCIENTISTS

This study of a university heavily committed to federally funded research examined the shortrun consequences of the cutback in Federal research funds from 1968 through 1970. It devoted particular attention to the research activities and career patterns of persons with Ph.D.'s in the natural and social sciences.

Natural scientists reported being affected by funding cuts more often than did social scientists; researchers were more affected than faculty. Changes in professional plans included increased emphasis on teaching, changing of specialities, doing more applied research, and taking different jobs. Specialization in securing outside funds increased. Sharing of expertise and equipment increased within the university but decreased among universities-thus putting poorly equipped institutions at a competitive disadvantage in seeking scarce research grants and contracts.

FLUCTUATIONS IN FEDERAL FUNDS FOR UNIVERSITY RESEARCH AND THE ROLES AND CAREERS OF ACADEMIC SCIENTISTS
1977

Report Descriptors: FEDERAL FUNDING; PLANNING, RESEARCH, AND DEVELOPMENT; SCIENTISTS; TEACHERS; UNIVERSITIES AND COLLEGES

NTIS

5-062* DIFFUSION OF WAGE INFLATION AND REGIONAL MIGRATION OF LABOR

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

John G. Treble, Doctoral Candidate

Grant 91-17-75-02
Project still in progress

Descriptors: LABOR MOBILITY; GEOGRAPHIC MOBILITY, HUMAN CAPITAL; INCENTIVES; INFLATION; LABOR MARKET INFORMATION; WAGES; JOB LOCATION; WORK SCHEDULES; LABOR DEMAND; LABOR MARKET AREAS; ECONOMIC ANALYSIS AND ECONOMETRICS

This study is exploring the impact of wage changes in specified labor market areas on wages in other areas, especially through migration and interarea exchange of labor market information. The analysis is based on the hypothesis that a rise in wages in one region presents employers in other regions with a threat of outmigration and, hence, of possible labor shortage. Employers in these regions are therefore motivated to respond to threatened or actual labor outmigration by matching the wages paid elsewhere, thus hastening the diffusion of wage inflation.

A model is being constructed incorporating both a theory of gross (rather than net) migration and an interarea wage determination process reflecting the shift in manpower demand levels generated by gross migration flows. Some attention is devoted to the impact of imper-

fect labor market information on migration behavior, but the analysis focuses primarily on the role played by interarea labor market information in determining intraarea wage levels. Empirical testing of the model is based on monthly earnings information gathered by Prof. Frank Brechling under U.S. Department of Labor grant 91-15-70-07, together with migration data drawn from responses to the 1960 and 1970 census questions regarding place of residence 5 years earlier. Certain groups (e.g., the elderly) are eliminated from the sample migrant population on the assumption that their interregional movement was not economically motivated. Cross-sectional, age-specific migration rates are then examined in light of such variables as area wage rates, unemployment rates, distance between areas, and climatic conditions.

5-063 THE DUAL LABOR MARKET: ITS EXISTENCE AND CONSEQUENCES

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Grant 91-06-74-04
Project completed fiscal year 1977
Dr. Samuel Rosenberg
1975

Report Descriptors: DUAL LABOR MARKETS; UNDEREMPLOYMENT; URBAN AREAS; INCOME; POVERTY AREAS

NTIS PB244320/AS

5-064* EARLY ACADEMIC ACHIEVEMENT, THE TRANSITION FROM SCHOOL TO WORK, AND THE LONG RUN COST OF A NEGATIVE INCOME TAX PROGRAM

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Donald M. Waldman, Doctoral Candidate

Grant 91-55-77-16
Project still in progress

Descriptors: NEGATIVE INCOME TAX; EDUCATIONAL ATTAINMENT; TRANSITION FROM SCHOOL TO WORK; COST EFFECTIVENESS; ECONOMIC ANALYSIS AND ECONOMETRICS; WELFARE LEGISLATION

This study is investigating the possibility that providing a negative income tax (NIT) would result in improved school performance by children in families covered by the program. To do so, it is considering three aspects of an NIT: (1) Its effects on early academic achievement; (2) how it would change the transition from school to work; and (3) the simulated longrun cost and coverage of a nationwide program.

In the course of the study, the investigator will develop a model of early grade school achievement as a function of environmental and social-psychological variables and use the outcomes of this model as inputs into a model of educational attainment/wage determination. These results will then be applied to a nationally representative sample of American families to simulate the longrun profile of an NIT. Econometric methods will be used in the study.

5-065* EARLY RETIREMENT AND THE LABOR MARKET DYNAMICS OF OLDER WORKERS

YALE UNIVERSITY
NEW HAVEN, CONN.

Thomas Alton Gustafson, Doctoral Candidate

Grant 91-09-75-35
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; MEN; NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; PENSIONS; RETIREMENT

This report studies the labor market of older workers with particular emphasis on those who have opted for early retirement. A comprehensive look into the pros and cons of retirement, whether early or not, should lead to information on pensions, unemployment compensation, social security, and other retirement-related areas.

Data analyzed are from the Parnes National Longitudinal Survey conducted between 1966 and 1971. Five thousand men between 45 and 59 were interviewed, and information gathered should shed light on early retirement and its effects.

5-066* EARNINGS DECLINES, SOCIAL INSURANCE, AND POVERTY

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Verdon Stafford Staines, Doctoral Candidate

Grant 91-55-78-40
Project still in progress

Descriptors: WELFARE REFORM AND INCOME MAINTENANCE; ECONOMIC ANALYSIS AND ECONOMETRICS; POVERTY; WOMEN; HEALTH; INCOME; EARNINGS

Family earnings can decline for a variety of reasons—involuntary job loss, illness, disablement, retirement, deaths, births, marital dissolution, and other changes in family composition. To varying degrees, social insurance and welfare programs cushion losses resulting from each of these occurrences. This study will estimate the relative frequency and magnitude of earnings declines by cause and estimate the extent to which the social welfare system replaces income lost for each reason. It will use time series data from the Michigan Panel Study.

The researcher will develop an econometric model to predict family earnings flows from economywide trends, the individual family's skill mix, and the possible events that could cause income loss. He can measure the earnings effects of each event from the model and, by adding transfer payments, estimate the extent to which they compensate for income losses from the different events.

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

By considering compensation by reason for income loss, this study may identify areas neglected by social welfare systems. Divorced mothers, for example, may not be sufficiently protected from income loss and may need additional means of support. The study will also review regional, racial, and urban-rural differences in welfare benefits.

5-067* The Earnings of Immigrants in the American Labor Market

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Gregory DeFreitas, Doctoral Candidate

Grant 91-36-78-22
Project still in progress

Descriptors: INCOME; LABOR MARKET BEHAVIOR; IMMIGRATION; IMMIGRANTS

This research will attempt to reduce the information gap on legal immigrants through an investigation of their earnings to provide a better understanding of the function and malfunction of the U.S. labor market.

The research will study: (1) Earnings of white male immigrants, (2) earnings of minority male immigrants, and (3) earnings of female immigrants. The data base is the 1970 Census of Population, the 1960 Census of Population, and the National Longitudinal Survey of Mature Women.

The findings of this study should illuminate the impact of immigrants on the U.S. economy. Results of this research should be particularly useful not only to government and private organizations concerned with immigrants, but also to employers, employment counselors, and the immigrants themselves.

5-068* Earnings Through Midlife

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Thomas N. Daymont, Doctoral Candidate

Grant 91-55-77-25
Project still in progress

Descriptors: EARNINGS; INCOME; ASPIRATIONS; ATTAINMENT; STATUS; CAREER PATTERNS

This is a study of earnings achievement from school leaving to midlife, based on a large sample of Wisconsin men who graduated from high school in 1957. In this study, levels of individual earnings are conceptualized as the result of a dynamic life-cycle process, involving social background, social-psychological characteristics measured during high school, and post-high school educational, occupational, and familial experience. A basic structural equation model will be specified on the basis of ideas from a variety of theoretical orientations and previous empirical research. By estimating several versions of this basic model, the investigator will develop information that describes the process by which members of society achieve unequal levels of economic rewards.

Data for the study will be derived from a longitudinal study of 1957 Wisconsin high school graduates and followup studies combined with information on social security earnings for all years that the members of the sample were in covered employment during the period 1957-74.

5-069 An Econometric Study of the University of Massachusetts/Amherst Faculty Salary Differentials

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Grant 91-25-74-27
Project completed fiscal year 1976
Dr. Emily P. Hoffman
September 1975

Report Descriptors: WAGES; SALARY COMPARABILITY STUDIES; TEACHERS; UNIVERSITIES AND COLLEGES; WAGE DIFFERENTIALS; MALE/FEMALE; MINORITIES

NTIS PB263503/AS

5-070 Economic Deprivation, Occupational Ideology, and Political Change: A Study of Engineers and Applied Scientists in California

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Grant 91-06-73-28
Project completed fiscal year 1976
Dr. Howard P. Greenwald
September 1975

Report Descriptors: WORK ATTITUDES; ENGINEERS; SCIENTISTS; UNEMPLOYED; ATTITUDES; CALIFORNIA

NTIS PB273834/AS

5-071 An Economic Evaluation of Vocational Rehabilitation in Louisiana

LOUISIANA STATE UNIVERSITY
BATON ROUGE, LA.

Grant 91-22-75-31
Project completed fiscal year 1977
Dr. Robert Charles Brown
August 1976

Report Descriptors: VOCATIONAL REHABILITATION; VOCATIONAL TRAINING; HANDICAPPED; ECONOMIC ANALYSIS AND ECONOMETRICS; WORKER UTILIZATION; LOUISIANA

NTIS PB274153/AS

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page v for further information about ordering reports.

5-072* THE ECONOMIC RESPONSIVENESS OF THE U.S. LABOR FORCE: A LONGITUDINAL ANALYSIS OF LABOR SUPPLY

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Thomas A. DiPrete, Doctoral Candidate

Grant 91-36-77-51
Project still in progress

Descriptors: LABOR SUPPLY; NATIONAL LONGITUDINAL SURVEYS

Using longitudinal data on adults, this study will analyze labor supply changes over time for working-age members of the U.S. population. Models of labor supply will be developed with data from the Michigan Panel Study of Income Dynamics and the National Longitudinal Survey of Women. Income and substitution effects, based upon changes in labor supply in response to wage and income changes, will be estimated. Results from these longitudinal models will be compared with those of cross-sectional studies to determine whether longitudinal data can provide additional insights into the process of labor supply.

5-073* THE ECONOMICS OF JOB SEARCH: A STUDY OF TWO LOCAL MASSACHUSETTS LABOR MARKETS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

James S. Henry, Doctoral Candidate

Grant 91-25-76-41
Project still in progress

Descriptors: JOB SEARCH; LABOR MARKET; UNEMPLOYED

This study is analyzing the impact of unemployment insurance on: (1) Job search by young workers, and (2) temporary layoffs by firms. The empirical data and conclusions derived from the research are being used as a basis for discussing current search models of unemployment and as the foundation for an alternative model of how workers find jobs and jobs find workers.

The data for the study, gathered in two local Massachusetts labor markets from unemployment insurance office records and employer tax reports, are being subjected to regression analysis.

5-074 ECONOMICS OF OCCUPATIONAL HEALTH AND SAFETY

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-76-16
Project completed fiscal year 1977

EMPLOYMENT HAZARDS: AN INVESTIGATION OF MARKET PERFORMANCE
Dr. Kip W. Viscusi
August 1976

Report Descriptors: OCCUPATIONAL SAFETY AND HEALTH; JOB SATISFACTION

NTIS PB273714/AS

5-075* AN ECONOMIC STUDY OF THE SUPPLY OF NURSING SUPERVISORS IN LABOR MARKETS ACROSS CANADA IN 1971

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Barbara S. Goldman, Doctoral Candidate

Grant 91-11-77-15
Project still in progress

Descriptors: NURSES; HEALTH OCCUPATIONS; LABOR SUPPLY; JOB SATISFACTION; WAGES

The objectives of this research are to determine the impact of the level and structure of wages and job satisfaction on the supply of nursing services in Canada and to propose policy alternatives that will have an effect on the amount, efficiency, and distribution of services offered by employed nurses.

The study is examining three dimensions of labor supply: (1) Time spent in the labor market (measured by the average number of hours worked in a given week and the number of weeks worked per year); (2) labor market attachment (measured by the proportion of nurses who worked during a previous period of time and are still working during the reference period and the average number of months that nurses worked for the same employer); and (3) job attachment (measured by the average number of months a nurse has worked at the current job and the turnover rate of nurses working in a hospital).

The investigator is carrying out both factor and multiple regression analysis of data on nurses aggregated by counties (or census divisions) in Canada for the year 1971.

5-076 EDUCATION AND JOBS: A STUDY OF THE PERFORMANCE OF SOCIAL TASKS IN PUBLIC WELFARE

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Grant 91-06-74-16
Project completed fiscal year 1976
Dr. Wilbur A. Finch, Jr.
January 1975

Report Descriptors: WELFARE PROGRAMS; WELFARE LEGISLATION; EDUCATIONAL EFFECT ON CAREER PATTERNS; SOCIAL SERVICE EMPLOYEES

NTIS PB267102/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-077* THE EFFECT OF CHANGES IN WOMEN'S LABOR FORCE PARTICIPATION RATES ON THE DISTRIBUTION OF FAMILY INCOMES BETWEEN BLACKS AND WHITES

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Linda P. Datcher, Doctoral Candidate

Grant 91-25-77-30
Project still in progress

Descriptors: BLACK/WHITE; WOMEN; NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION

This study will explore the potential tradeoffs in the economic gains made by women and minorities. To do so, it will consider how changes in women's labor force participation rates affect the distribution of family incomes between blacks and whites. Several hypotheses dealing with the relative gains of white and black women will be tested to evaluate the human capital for each group and determine the level of discrimination each encounters. The data will be drawn from the 1967 and 1971 National Longitudinal Surveys of women 30 to 44 years old in the beginning of the survey.

5-078* THE EFFECT OF CYCLIC VARIATION IN THE DISTRIBUTION OF INCOME ON THE MEASURED VALUE OF EDUCATION

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

James S. Cunningham, Doctoral Candidate

Grant 91-06-78-14
Project still in progress

Descriptors: HUMAN CAPITAL; INVESTMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; BUSINESS CYCLE

This study will examine cyclical forces such as opportunity costs (deferring earnings while attending school), parental support for schooling, and the difficulty or ease of borrowing to finance education. It will seek to determine more precisely the conditions that cause these forces to vary relative to each other in a systematic fashion.

Behavioral and econometric models with regression analysis will be used along with data from the 1960 1/100 Census of the Population and from a sample of the 1970 1/100 Census. Results of this study should assist policymakers in designing measures related to the education system.

5-079 THE EFFECT OF TECHNOLOGY ON ORGANIZATIONAL STRUCTURE

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-11
Project completed fiscal year 1977

THE SOCIAL INTEGRATION OF FARM WORKERS IN CALIFORNIA
Dr. William M. Dinney
1976

Report Descriptors: FARMWORKERS; UNIONIZATION; SOCIAL MOBILITY; ATTITUDES; SOCIAL RELATIONSHIPS

NTIS PB276302/AS

5-080* THE EFFECTS OF A GOVERNMENT POLICY ON THE DYNAMIC PROCESSES OF THE LABOR MARKET: AN EVALUATION OF THE TRADE ADJUSTMENT PROGRAM

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Steven Sheingold, Doctoral Candidate

Grant 91-42-77-61
Project still in progress

Descriptors: TRADE ADJUSTMENT ASSISTANCE; EMPLOYMENT TERMINATION; REEMPLOYMENT ASSISTANCE

In a evaluation of the Trade Adjustment Assistance Program, the researcher will investigate how layoffs are distributed across trade-impacted firms and the personal and labor market characteristics—age, sex, job tenure, union status or a combination of these and other characteristics—that determine who gets laid off first.

When the characteristics of those most likely to be eligible for Trade Adjustment Assistance Act benefits are determined, the success or failure of the program in meeting its goals can be evaluated. Recommendations can then be made for restructuring the program to assist those it will serve. The characteristics of the recipient population are basic to the design of an effective labor market assistance program.

The study will also investigate the reemployment process to determine what effect the Trade Adjustment Assistance Program had on employment and earnings stability after reemployment.

5-081 THE EFFECTS OF BENEFITS AND OVERTIME COSTS ON THE SHORT-RUN CYCLICAL DEMAND FOR LABOR IN THE AUTOMOBILE INDUSTRY IN MICHIGAN

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Arthur R. Schwartz, Doctoral Candidate

Grant 91-26-76-69
Project completed fiscal year 1978

Descriptors: FRINGE BENEFITS; BUSINESS CYCLE; TRANSPORTATION EQUIPMENT INDUSTRY

The basic problem studied was the effect of rising fringe benefit costs on the decision of employers to obtain desired changes in labor inputs by adjusting the number of their employees or the overtime hours worked. If employers are using more overtime hours because of higher fringe benefit costs, this practice creates a "fringe barrier" to additional employment. The study focused on the automobile industry in Michigan because this industry has large cyclical variations in employment. Thus the researcher could study work force adjustment to cyclical changes in output.

A total labor demand model was derived from the minimization of a cost function that includes fringe benefits as a cost. Separate estimating equations were developed for average hours worked and for employment. The results suggest that the growth of fringe benefits relative to overtime costs has led to an increase of approximately 2 hours of overtime per week and to a loss of about 25,000 jobs in the Michigan auto industry between 1958 and 1976.

January 1978

NTIS PB280629/AS

5-082* THE EFFECTS OF GEOGRAPHICAL IMMOBILITY ON THE UNEMPLOYMENT AND UNDEREMPLOYMENT OF LOW-INCOME AREA RESIDENTS

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Dennis M. Roth, Doctoral Candidate

Grant 91-06-73-03
Project still in progress

Descriptors: HARDCORE; UNDEREMPLOYMENT; BLACKS; COMMUTING; GHETTO RESIDENTS; SEX DISCRIMINATION

This project is concerned with the extent to which the isolation of jobseekers from available jobs exacerbates sex and racial discrimination in employment, the mismatching of skills, and other factors associated with high unemployment and underemployment in the central cities. Its objectives are to determine: (1) The causes of high unemployment in the central city, especially among blacks; (2) the range of employment opportunities actually available in the suburbs; (3) the relative importance of transportation vis-a-vis other determinants of ghetto residents' chances of getting and holding jobs; (4) the characteristics of those most likely to benefit from improvements in transportation; and (5) the reasons why some of the urban poor have adapted to changes in employment location and others have not.

The Oakland-San Francisco Bay region is the primary setting for this research. The 1970 Census Profiles of Selected Low-Income Areas and data tapes from Dun and Bradstreet's DUNS Market Identifier File are its primary sources. Regression techniques are being used to measure and compare the availability of jobs accessible at various costs to low-income area residents and to estimate the "latent demand" of the central-city poor for transportation to jobs outside the central business district.

5-083 THE EFFECTS OF LABOR MARKET CONCENTRATIONS ON WAGES

UNIVERSITY OF CONNECTICUT
STOORS, CONN.

Grant 91-09-76-02
Project completed fiscal year 1977

LOCAL LABOR MARKET STRUCTURE: ITS EFFECTS ON WAGES
Dr. Richard W. Stratton
1976

Report Descriptors: EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; UNIONIZATION; ASSESSMENT AND EVALUATION

NTIS PB274303/AS

5-084* THE EFFECTS OF LABOR MARKET MOBILITY ON EARNINGS PROGRESSION FOR WOMEN

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Cynthia Rence, Doctoral Candidate

Grant 91-06-77-10
Project still in progress

Descriptors: OCCUPATIONAL MOBILITY; EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; TURNOVER; OCCUPATIONAL STATUS

This research is investigating women's mobility within the labor market and movements in and out of the labor force. In doing so, it distinguishes among voluntary and involuntary job quits, and other types of job loss. Earnings changes are being compared for women making different types of job changes, those who do not change jobs, and those reentering the labor force after a period of withdrawal. The effects of education and experience on earnings of job changers and labor force reentrants are also being examined. The research is based on multiple regression analyses of the mature women's cohort of the National Longitudinal Surveys.

5-085 THE EFFECTS OF PSYCHOLOGICAL BIASES IN PERSONAL SELECTION UPON THE OCCUPATIONAL ATTAINMENTS OF WORKERS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-76-03
Project completed fiscal year 1976

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. Charles F. Turner
September 1976

Report Descriptors: CAREER PATTERNS; DISCRIMINATION; EARNINGS; ROLE MODELS; HIRING PRACTICES

5-086* THE EFFECTS OF THE GUARANTEED ANNUAL INCOME ON THE OCCUPATIONAL CAREERS OF LONGSHOREMEN: A PILOT STUDY

CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

William DiFazio, Doctoral Candidate

Grant 91-36-78-34
Project still in progress

Descriptors: MOTIVATION; OCCUPATIONAL ADJUSTMENT; TECHNOLOGY AND TECHNOLOGICAL CHANGE; TECHNOLOGY TRANSFER

This research will focus on the effects of a guaranteed annual income (GAI) on individual longshoremen, their occupational culture, and their participation in the labor union. The study will draw upon the experience of longshoremen in the GAI program to investigate how they adapt to the loss of work without loss of income.

The research will use information gathered from participant observation, life history interviews with longshoremen and union leaders, and survey questionnaires. It will also draw on content analyses of archival material from the International Longshoremen's Association, local 1814, recorded speeches of union officials, and government studies.

This study should be of considerable value to future researchers and policymakers who may undertake a more ambitious evaluation of the overall effects of a guaranteed annual income. In general, the study is expected to provide: (1) Reliable indicators of the patterns of time use and of the relationship between present behavior and past work history of longshoremen in the GAI Program and (2) a tested instrument that could easily be used in similar work settings. These products should permit both the replication of a major portion of this research and its extension through comparisons with other occupational groups.

5-087* AN EMPIRICAL ANALYSIS OF THE DETERMINANTS OF PERSONAL EARNINGS FOR PERSONS OF SPANISH ORIGIN: CUBAN AMERICANS, MEXICAN AMERICANS, AND PUERTO RICAN AMERICANS

THE UNIVERSITY OF NOTRE DAME
NOTRE DAME, IND.

Joe Mosqueda, Jr., Doctoral Candidate

Grant 91-18-77-14
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; EARNINGS; INCOME; WAGES; MEXICAN AMERICANS; PUERTO RICANS

This study is an empirical analysis of the determinants of earnings for persons of Spanish origin in the United States, with specific reference to persons of Cuban, Mexican, and Puerto Rican descent. The analysis is based on an earnings model that includes human capital, institutional, and social stratification variables. A micro-data set for the study is being derived primarily from the one-in-a-hundred Public Use Sample of Basic Records from the 1970 Census of the Population.

5-088* AN EMPIRICAL EXAMINATION OF FACTORS INFLUENCING THE INTRODUCTION AND USE OF NEW HEALTH PROFESSIONALS IN THE DELIVERY OF PRIMARY HEALTH CARE

STANFORD UNIVERSITY
STANFORD, CALIF.

Ingeborg M. Kuhn, Doctoral Candidate

Grant 91-06-77-56
Project still in progress

Descriptors: HEALTH OCCUPATIONS; HEALTH CARE; HUMAN CAPITAL; HUMAN RESOURCES

Three questions will be examined in the research: (1) To what extent do factors such as State regulations, third-party reimbursement policies, and the dissemination of information influence the actual distribution of the "New Health Professionals" (NHP's)? (2) Does there appear to be a difference in the relative influence of the factors among areas differentiated according to need for primary care services? (3) What may be some of the factors that have contributed to the inclusion of restrictions on the use of the NHP in State laws and regulations?

To study these questions, the researcher will develop three multivariate analytical models. The first model will include factors that influence the distribution of the NHP and dependent variables representing the distribution of NHP's among States. The second will include independent variables similar to the first model and dependent variables representing the NHP in areas within States differentiated according to the availability of primary care services. The third model will include independent variables representing the factors that may influence physicians to recommend restrictions on the use of the NHP and a dependent variable representing the degree of restrictions contained in State laws and regulations. Cross section data derived from existing sources will be used to analyze the relationships among the variables of each model. Multivariate analytical techniques, such as regression analysis, will be used to examine the data and to develop conclusions about the significance of the parameters of the models.

5-089* AN EMPIRICAL EXAMINATION OF THE UNION IMPACT ON SUPPLEMENTARY EMPLOYEE COMPENSATION

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Brian P. Heshizer, Doctoral Candidate

Grant 91-55-78-07
Project still in progress

Descriptors: LABOR MARKET BEHAVIOR; UNION IMPACT; TURNOVER; FRINGE BENEFITS

This research will focus on the impact of unionism on fringe benefit levels in the private sector. Both economic and institutional factors will be employed in a multivariate analysis of supplementary employee compensation. The market and organizational factors that affect fringes will be identified and quantitatively estimated.

The primary data source will be the biennial surveys of employee compensation conducted by the Bureau of Labor Statistics. Other information will be obtained from the 1970 census and from union publications. This study is expected to prove useful to policymakers at different levels by providing greater insight on the effects of fringes on such issues as labor costs, turnover, and also nonjob-related factors.

5-090* AN EMPIRICAL INVESTIGATION OF JOB SEARCH BEHAVIOR OF THE UNEMPLOYED

PURDUE UNIVERSITY
WEST LAFAYETTE, INDIANA

Otis W. Gilley, Doctoral Candidate

Grant 91-18-78-38
Project still in progress

Descriptors: JOB SEARCH; ECONOMIC ANALYSIS AND ECONOMETRICS; MODELS; UNEMPLOYMENT

Considerable theoretical work has been published on the labor market behavior of jobseekers, but few good data sources have been available for empirical testing of the resulting job search and information models. However, a special supplemental survey of over 3,000 unemployed respondents to the Current Population Survey (CPS) in May 1976 will permit direct measurement of both the intensity of the job search effort and the reservation wage.

In this project, the new CPS data base will be used to test the effects of: (1) Changes in various unemployment insurance benefit programs; (2) financial depletion on searchers during extended spells of unemployment; and (3) learning behavior and jobseeking experience across different groups of jobseekers.

5-091 AN EMPIRICAL TEST OF THE HUMAN CAPITAL EARNINGS FUNCTION: A MICROECONOMIC ANALYSIS ACROSS CITIES

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Grant 91-51-76-11
Project completed fiscal year 1977

THE LEVEL AND DISTRIBUTION OF EARNINGS ACROSS U.S. LABOR MARKETS: A MICROECONOMIC APPROACH
Dr. Barry T. Hirsch
May 1977

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; HUMAN CAPITAL; STATISTICAL ANALYSIS

NTIS PB263221/AS

5-092 EMPIRICAL TESTS OF JOB-SEARCH HYPOTHESES: THE GENERATION AND ACCEPTANCE OF JOB SEARCH

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

Grant 91-37-75-22
Project completed fiscal year 1977
Dr. John T. Warner
1976

Report Descriptors: DURATION OF UNEMPLOYMENT; EARNINGS; HUMAN CAPITAL; JOB SEARCH; LABOR FORCE PARTICIPATION

NTIS PB274332/AS

5-093 EMPLOYEE INFORMATION ENVIRONMENTS AND JOB SATISFACTION: A CLOSER LOOK

IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY
AMES, IOWA

Grant 91-19-77-12
Project completed fiscal year 1977
Dr. Lawrence M. Hanser
1977

Report Descriptors: ATTITUDES; JOB SATISFACTION; INFORMATION SYSTEMS; UNIVERSITIES AND COLLEGES

NTIS

5-094 EMPLOYEE RESPONSES TO WORK-UNIT STRUCTURE AND TASK DESIGN

UNIVERSITY OF WISCONSIN
MADISON, WIS.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Jon L. Pierce, Doctoral Candidate

Grant 91-55-76-67
Project completed fiscal year 1978

Descriptors: WORK ATTITUDES; MOTIVATION; JOB SATISFACTION; ORGANIZATIONAL ENVIRONMENT; JOB ANALYSIS

This study investigated the effects of various job-related factors on workers' performance, absenteeism, and motivation. The researcher classified these factors as job design, comprising the variety, significance, autonomy, and opportunity for feedback of jobs, and work unit design, involving the size and complexity of the unit and the degree to which its organization is centralized and stratified. The study was conducted in the home office of a large insurance company. The researcher collected data from company records, supervisors, and employees on the attributes of 19 work units and 398 positions and on the performance of the 398 employees filling these positions.

The study found that job design accounted for more variance in workers' performance than did work unit design. The evidence strongly suggests that job design may modify the effects of work unit design.
February 1978

NTIS

5-095* EMPLOYEE STOCK OWNERSHIP: A MICROECONOMIC ANALYSIS

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
BLACKSBURG, VA.

Paul C. Taylor, Doctoral Candidate

Grant 91-51-78-46
Project still in progress

Descriptors: COLLECTIVE BARGAINING; FRINGE BENEFITS; LABOR MOBILITY; TRANSITION FROM WORK TO RETIREMENT; MICROLEVEL ANALYSIS

This project will attempt to evaluate the benefits of employee stock ownership plans (ESOP's) to workers and to set the stage for reliable macroeconomic estimates of their impact on national employment and growth. It is a pilot study in four firms to test the impact of ESOP's on labor mobility, worker suggestions to improve production, and financial risk to employees. It will consider such issues as the contributions of ESOP's to firm efficiency and their worth to participating employees both as compensation and as an incentive to develop job skills. The researcher will also briefly explore the implications of ESOP's for regulation and collective bargaining in the four firms.

The results should have implications for the transition from work to retirement, employee participation in management, and job satisfaction.

5-096 EMPLOYMENT, CRIMINALITY AND CRIMINAL RECIDIVISM

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Louis E. Genevie, Doctoral Candidate

Grant 91-36-77-41
Project completed fiscal year 1978

Descriptors: MODELS; EX-OFFENDERS; RECIDIVISM

This research explored two related aspects of criminal behavior—the severity of individual criminality, defined as the total number of months the person has been incarcerated, and criminal recidivism during the first year after release from prison. The initial work involved developing a model for measuring and predicting individual criminality. The factors considered important in predicting criminal recidivism were investigated, with special attention given to the effect of employment and work experience on the severity of the individual's illegal activity during the employment period.

The model on individual criminality was tested by various statistical techniques, utilizing data obtained from 432 male inmates of a correctional institution, who were interviewed over a 12-month period immediately following their release.

The findings indicate that neither the individual's social, economic, and criminal history, nor living arrangements and type of associations after release were of importance in predicting criminal recidivism, *once the nature and form of economic activity after release were taken into account*. The relationship between criminal activity and the underground economic system or illegitimate opportunity structure may not be as straightforward as once thought. Contrary to expectations, the underground economy was found to operate in much the same way as the legitimate economic system: participation in *either* the legitimate *or* illegitimate opportunity structure worked to *limit* re-arrest during the first year after release. The two economic opportunity structures, combined with the individual's ability to meet basic economic needs like paying rent, account for about 33 percent of the variation in re-arrest during the first year after release.

COMMON LAW CRIME SEVERITY AFTER RELEASE FROM PRISON
June 1978

NTIS PB284454/AS

5-097 EMPLOYMENT TURNOVER AND WAGE DYNAMICS IN U.S. MANUFACTURING

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Grant 91-27-75-03
Project completed fiscal year 1977
Dr. John F. Geweke
December 1975

Report Descriptors: EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; MICROLEVEL ANALYSIS; TURNOVER; LABOR MARKET INFORMATION; LABOR DEMAND

NTIS PB273874/AS

5-098 ESTIMATING THE DISTRIBUTION OF THE DEMAND FOR WORKERS IN THE U.S. ECONOMY

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Grant 91-25-74-37
Project completed fiscal year 1976
Dr. Paul L. Altieri
1976

Report Descriptors: PRODUCTIVITY; LABOR DEMAND; LABOR SUPPLY; INPUT-OUTPUT MODELS; FEDERAL FUNDING

NTIS PB267081/AS

5-099* THE ESTIMATION OF COMPLETED UNEMPLOYMENT SPELL DURATIONS FROM PUBLISHED DATA UNDER NON-STEADY-STATE CONDITIONS

CORNELL UNIVERSITY
ITHACA, N.Y.

James P. Luckett, Doctoral Candidate

Grant 91-36-78-28
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; UNEMPLOYMENT; LABOR MARKET; ECONOMIC ANALYSIS AND ECONOMETRICS

The main objective of this study is to develop a model of the labor market that will infer the distribution of the lengths of completed unemployment spells for a cohort that becomes unemployed at any time. The model will be applicable to any demographic group for which the Current Population Survey tabulates in-process unemployment spell durations. In addition, the researcher will test various versions of this procedure against each other and against various steady-state techniques used in the past.

The research is expected to enable analysts to ascertain to what extent variations in unemployment rates (across demographic groups or over time) are due to differences in unemployment inflows (frequency of unemployment) or outflows (durations of completed spells of unemployment). Since the causes of high inflow rates are likely to be very different from those for low outflow rates, policies to combat these problems should also differ.

5-100* THE EVOLUTION OF SEGMENTATION IN THE CHICAGO LABOR MARKET, 1880 TO 1930

BOSTON UNIVERSITY
BOSTON, MASS.

Heath Paley, Doctoral Candidate

Grant 91-25-78-06 (formerly Grant 91-25-76-43)
Project still in progress

Descriptors: DUAL LABOR MARKETS; OCCUPATIONAL MOBILITY; OCCUPATIONAL STRUCTURE

This research endeavors to test the historical validity of the dual labor market hypothesis using mobility data for the period 1880 to 1930. It is exploring: (1) Whether there is evidence of segmentation occurring in the labor force during this period that was not based on differences in individual characteristics, and (2) whether there are signs of the development of an internal labor market in one large primary industry.

Analysis is based on a study of payroll records of the McCormick Company from 1880 to 1901 and on payroll records of the McCormick Division of International Harvester Company from 1902 to 1930. Data on employees' age, race, place of birth, and education are being matched with information about their employment experiences at the McCormick plant through multiple correlation analysis.

5-101 THE IMPACT OF SELECTED INDIVIDUAL DIFFERENCE AND ORGANIZATIONAL VARIABLES ON EXPECTANCY THEORY COGNITIONS AND PERFORMANCE FOR SALARIED EMPLOYEES

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-26-75-32
Project completed fiscal year 1976
Dr. Larry Mainstone
1976

Report Descriptors: TRANSPORTATION EQUIPMENT INDUSTRY; JOB SATISFACTION; MOTIVATION; WORK ATTITUDES; OCCUPATIONAL MOBILITY

NTIS PB263515/AS

5-102* AN EXPERIMENTAL STUDY OF THE EFFECTS OF VARIATIONS IN SITUATIONAL AND PERSONALITY CHARACTERISTICS ON JOB SEARCH AND JOB CHOICE

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Judy Olian-Gottlieb, Doctoral Candidate

Grant 91-55-78-43
Project still in progress

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: CAREER CHOICE; JOB SEARCH; TRANSITION FROM SCHOOL TO WORK; YOUTH; DOCTORAL DISSERTATION GRANTS; EXPERIMENTAL MODEL

This study will measure the effects of simulated variations in situations and personal characteristics on decisions about job searches and job choices. The design is a multivariate, fully crossed experimental study, with both multiple independent variables (factors) and multiple dependent variables. The study will use a homogeneous occupational sample of some 1,300 students in their graduating year at a technical college.

Students will complete job applications listing their educational and job experience, and will take a variety of psychological tests. Experimental variables will include such alternatives as immediate acceptance or rejection of a job vs. postponement of decision, known vs. unknown distribution of job offers, highly dissimilar vs. similar job offers, high vs. low rejection rate of applicants, and random vs. declining attractiveness of job offers presented. Some of the dependent variables will be utility of the accepted job, number of jobs applied for, and satisfaction with accepted job offer.

5-103 AN EXPLORATORY STUDY OF THE EMOTIONAL REACTIONS AND SUBSEQUENT ADJUSTMENTS OF WORKERS WHO LOST THEIR JOBS AS A RESULT OF A PLANT CLOSING IN A SMALL COMPANY TOWN IN SOUTHWEST VIRGINIA

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
BLACKSBURG, VA.

Grant 91-51-74-38
Project completed fiscal year 1977

JOB LOSS: A PSYCHOSOCIAL STUDY OF WORKER REACTIONS TO A PLANT-CLOSING IN A COMPANY TOWN IN SOUTHERN APPALACHIA
Dr. Walter G. Strange
August 1977

Report Descriptors: ADJUSTMENT; JOB LOSS; PLANT SHUTDOWN; EMPLOYMENT TERMINATION; LAYOFFS; VIRGINIA, SALTVILLE

NTIS PB276142/AS

5-104* FEDERAL POLICY CONCERNING WOMEN FROM 1945 TO 1966

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Cynthia E. Harrison, Doctoral Candidate

Grant 91-36-78-36
Project still in progress

Descriptors: WOMEN; SEX DISCRIMINATION; EMPLOYMENT POLICY; SOCIAL CHANGE

This study will examine the evolution of Federal policy toward women from 1945 to 1966 to discern the interaction of social change, political factors, and policymaking. The researcher will relate Federal laws enacted during the period that changed policies affecting women to other social and political factors. She hypothesizes that political factors, including the selection of female advisers, combined with social changes, including the entry of married women into the labor force, led to policies that helped to focus women's grievances, generating further social change.

The researcher will use manuscript collections, private papers, government documents, published and unpublished primary sources, and interviews where possible to see how the measures affecting women proposed in each administration arose. This review will include looking at suggestions of cabinet members and their subordinates, recommendations by members of Congress, requests by women's organizations and labor unions, and agendas of party officials. The researcher will consider the policies, implicit or stated, that emerged from these sources and evaluate the political rationale for changes made over the period. In addition, she will review the changing roles of women in employment and education to see how they affected the formulation of policy. Special attention will be devoted to the goals of the Women's Bureau and its efficacy in achieving them.

5-105* THE FEMALE HAITIAN IMMIGRANT IN THE NEW YORK CITY LABOR FORCE

THE CITY UNIVERSITY OF NEW YORK GRADUATE SCHOOL AND UNIVERSITY CENTER
NEW YORK, N.Y.

Walter L. Stewart, Doctoral Candidate

Grant 91-36-78-33
Project still in progress

Descriptors: WOMEN; IMMIGRATION; IMMIGRANTS

This study seeks to answer some fundamental questions about how a particular group of women immigrants, consisting of both documented and undocumented aliens from Haiti, adjust to the American labor market and the urban community. It will try to find out what kinds of skills they bring with them and how they use these skills in jobs and community activities. The study is exploratory. The researcher will analyze the group to determine to what extent their experiences conform to or deviate from present-day notions of immigrant life in America, but he does not expect to develop a theory of immigrant women and the American labor force.

Participant observer data have been gathered on how the Haitian female immigrant combines her roles as a mother and a worker and how she cares for her family and attends to household chores within the context of the work day or week. The researcher also reviewed literature on the subject, from such sources as studies, local newspapers, community-based organizational newsletters,

journals, and bulletins from unions and other labor force related agencies.

The analysis is expected to provide insight about the experiences of illegal female immigrants in urban areas of particular value to policymakers in the areas of immigration and labor legislation.

5-106 The Female Insured Unemployed: An Empirical Study

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Grant 91-29-75-13
Project completed fiscal year 1977

EMPIRICAL STUDY OF THE FEMALE INSURED UNEMPLOYED
Dr. Phyllis Dean Altrogge
December 1975

Report Descriptors: WOMEN; DURATION OF UNEMPLOYMENT; JOB SEARCH; LABOR FORCE PARTICIPATIO N; STRUCTURAL UNEMPLOYMENT; UNEMPLOYMENT INSURANCE

NTIS PB276300/AS

5-107* The Feminization of Clerical Work: A Case Study of Boston, 1875-1905

THE UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Carole Srole, Doctoral Candidate

Grant 91-06-78-50
Project still in progress

Descriptors: EMPLOYMENT PATTERNS; OCCUPATIONAL CHOICE; CLERICAL OCCUPATIONS; MEN; WOMEN

This project will investigate the increasing predominance of women in clerical work from 1875 to 1905 in Boston. It will consider four stages of development—male domination of the occupation, female entry, integration, and male flight and female domination.

The researcher will use high school, census, marriage, and business records to analyze the interactions of supply and demand factors affecting female participation in the labor force, and of cultural and economic factors, including families, schools, and businesses, affecting participation in the clerical labor force.

5-108* Flexing the Flexible Accelerator: The Influence of Layoff and Inventory Costs on the Cyclical Demand for Labor and Inventories

THE UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Steven Neil Braun, Doctoral Candidate

Grant 91-42-78-09
Project still in progress

Descriptors: LABOR DEMAND; BUSINESS CYCLE; ECONOMIC FORECASTING

The study will investigate several potential responses of business firms to cyclical movements. It will analyze three options—accumulating inventories, laying off employers, and cutting hours—and develop a model that embodies the trade-offs, based on relative costs, among the options.

An econometric model, developed and tested using monthly data for the primary metals industry, is being expanded to other industries.

Findings from this study should help to improve forecasting of unemployment by industry and may be especially useful in evaluating the impact of unemployment compensation payments on layoffs.

5-109* The Formation of Multiracial Work Forces in the Coal Industry, 1880-1930: A Comparative Sociohistorical Analysis

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Stephen Brier, Doctoral Candidate

Grant 91-06-73-34
Project still in progress

Descriptors: MINING; MIGRATION; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; MINORITIES

This study attempts to develop a historical perspective on questions of work force formation, labor migration, and cultural and occupational adjustment of ethnic and racial minority workers through an analysis of the influx of these workers into the coal mining industry during the late 19th and early 20th centuries. It concentrates on the experiences of southeast European mineworkers in Pennsylvania's northern anthracite field around the Scranton and Wilkes-Barre area and of black mine workers in the southern West Virginia smokeless coal field.

The study combines a traditional historical approach to data and research material with statistical and quantitative analysis. This approach uses both qualitative materials (such as labor newspapers, written and oral reminiscences, manuscript and archival holdings, and church records) and hard data from government studies, coal company records, and census materials.

5-110* The Function of Psychological Testing and Educational Credentials in Police Selection: A Critical Reassessment

BOSTON COLLEGE
CHESTNUT HILL, MASS.

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Joseph Gannon, Doctoral Candidate

Grant 91-25-77-28
Project still in progress

Descriptors: RECRUITMENT; PERSONNEL ADMINISTRATION; POLICE; LAW ENFORCEMENT; STATE AND LOCAL GOVERNMENTS; HIRING PRACTICES

This research consists of four studies. The first will draw on published findings in psychology and law enforcement journals to determine whether past experience with paper and pencil tests warrants their continued use for police selection and whether higher education has been shown to be associated with successful police performance beyond the initial training phase. The second study, using econometric techniques, will try to establish the importance for selection of broad socioeconomic factors and identify how these macro-level variables systematically relate to policy organizational structure. A third study will examine the hypotheses that the availability of college-educated relative to noncollege-educated recruits will increase during downturns in the economy.

For this research, a time series will be constructed from annual selection data for recruits in three major cities over a period beginning in 1930. The researcher will also use a variety of statistical techniques to determine: (1) Whether departments that have hired an increasing number of college-educated applicants have had a corresponding increase in the number of recruits from middle-class backgrounds; (2) whether the results of psychological tests have an adverse effect on candidates of lower or working class origin; and (3) whether the requirement of a college degree may have a discriminatory effect on applicants from the lower or working class. A fourth study will be concerned with determining whether there is a particular police profile that elicits more favorable performance ratings and whether middle-class candidates have an advantage over their lower or working-class counterparts.

5-111 From Generation to Generation: The Transmission of Occupation

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-76-45
Project completed fiscal year 1977
Dr. Kenneth I. Spenner
1977

Report Descriptors: ROLE MODELS; CAREER GOALS; JOB ANALYSIS; OCCUPATIONAL CHOICE; OCCUPATIONAL MOBILITY

NTIS PB274323/AS

5-112 Government EEO Programs and White-Collar Employment of Minority Groups and Women in Federal Agencies, 1963-74

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-75-33
Project completed fiscal year 1977
Dr. Mary Eisner Eccles
July 1976

Report Descriptors: EMPLOYMENT; WOMEN; BLACK/WHITE; SPANISH-SPEAKING AMERICANS; CAREER PATTERNS; FEDERAL GOVERNMENT

NTIS PB267125/AS

5-113* Hospital Union Wage Effects

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

David L. Estenson, Doctoral Candidate

Grant 91-27-77-08
Project still in progress

Descriptors: HEALTH OCCUPATIONS; HOSPITALS; WAGES; COLLECTIVE BARGAINING; UNIONS; ELASTICITY OF LABOR SUPPLY

The study is attempting to construct a model for estimating the effects of hospital unions on wages. The model will take into account the different variables that affect demand for hospital services and labor supply, public policy regulating labor-management relations, and wage levels within the geographical areas studied. Data for analysis are being drawn from surveys of the wages for hospital workers conducted by the Bureau of Labor Statistics beginning in 1960 and from other sources.

5-114* Household Life Cycle Model Under Uncertainty: An Econometric Model of Labor Supply

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Thomas E. MaCurdy, Doctoral Candidate

Grant 91-17-77-37
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; HOUSEHOLDS; LABOR SUPPLY; CONSUMPTION

The objective of this research is to construct an econometric model of labor supply which incorporates life cycle considerations and is consistent with the implications of economic theory that a household formulates its decision in a lifetime setting. The household models of labor supply, consumption, and saving integrated with the theory of finance will provide the theoretical framework.

To obtain more detail on individual factors the researchers will obtain the primary data base from the Michigan Panel Study of Income Dynamics. The use of panel data will enable him to identify and examine the impacts on labor supply of transitory versus permanent variations in income and wages.

This research is expected to offer insights into the behavior of workers under business cycle uncertainty and provide a clear picture of the time profile a household's labor supply allows over the life cycle. It will also provide the basis for the development of a theory of the shortrun aggregate labor supply curve.

5-115 HUSBANDS IN DUAL CAREER FAMILIES

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Marta Whitmer Mooney, Doctoral Candidate

Grant 91-06-76-08
Project completed fiscal year 1978

Descriptors: CAREER ASPIRATIONS; JOB PERFORMANCE; LABOR MARKET BEHAVIOR; FAMILIES; CAREER PATTERNS

This study attempted to isolate and measure the specific differences in employment behavior between men in one-worker and two-worker households that explain the characteristically lower earnings of the latter group. The empirical analysis was based on a selected subset of white, urban families surveyed as part of the Panel Study of Income Dynamics.

The preliminary findings suggest that changing social norms favoring more symmetrical economic roles for marriage partners will be accompanied by structural shift in the characteristic behavior of husbands that increases the income elasticity of their labor supply. As a result, the family unit can absorb some of the employment pressures generated by increases in female labor force participation rates. However, the extent to which it can do so is limited by both the partners' attitudes towards their appropriate family roles and industrial relations practices that discourage flexible work schedules and/or work sharing arrangements. Hence, without a dramatic shift in social norms and personnel policies, the family unit can be expected relief to provide only limited relief from employment pressures.

THE EMPLOYMENT BEHAVIOR OF HUSBANDS IN TWO-WORKER FAMILIES: AN EMPIRICAL INVESTIGATION
September 1977

NTIS PB273981/AS

5-116* IDENTIFYING OPTIMAL GROUPS FOR JUDGMENTAL DECISIONS: AN EXPERIMENTAL STUDY

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Stephen A. Stumpf, Doctoral Candidate

Grant 91-36-77-45
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYER PRACTICES AND POLICIES; DECISIONMAKING

The focus of this research is on judgmental decisionmaking in groups. Because of uncertainty and the lack of objective data, policy decisions must often be based on the judgments of a group of administrators and their advisors. This research introduces a model that considers: (1) Characteristics of the decision; (2) situation variables; (3) membership characteristics; and (4) group methods of functioning.

A decision tree, summarizing conclusions of prior research, has been developed to identify optimal decision groups. Considering the characteristics desired in a decision, it is expected that groups in the optimal set will make more effective decisions than other groups.

A laboratory experiment using 108 groups in a balanced factorial design will test the usefulness of the underlying decision tree and model. Decision effectiveness is measured by quality, acceptance, and originality. The experimental tasks are simulations of actual judgmental decisions.

5-117* THE IMPACT OF CHILD SUPPORT ENFORCEMENT PROGRAM (P.L. 93-647) ON THE WELFARE DEPENDENCY OF FEMALE-HEADED FAMILIES IN LOW INCOME, HIGH UNEMPLOYMENT REGIONS: A CASE STUDY OF NEW BEDFORD, MASSACHUSETTS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Janet M. Loneragan, Doctoral Candidate

Grant 91-25-78-49
Project still in progress

Descriptors: FAMILIES; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHILD SUPPORT ENFORCEMENT PROGRAM; WOMEN; WELFARE LEGISLATION; WORK ATTITUDES

This study will examine the economic dependency of families headed by women resulting directly from economic desertion by the father. It is concerned with the delinquency of fathers in their child support obligations and the subsequent welfare dependency of their families. In spite of several legislative attempts since the 1940's to develop a comprehensive child support enforcement program, by 1973 only 34 percent of AFDC families with absent parents were covered by court orders or voluntary agreements on child support. Of these families, less than one-fifth were receiving full support payments from the absent parent, while more than half received no payments at all. In January 1975, however, Congress enacted a new title IV-D of the Social Security Act (Public Law 93-647), which mandated more aggressive child support enforcement at various levels of government. A system of penalties and incentives was introduced to insure that States and localities develop child support enforcement programs. A nationwide, computerized Parent Locator Service was established, and Federal agencies, including the Internal Revenue Service and the Social Security Administration were directed to

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

provide any information they have on the location and income of absent fathers.

The researcher will try to determine the impact of child support enforcement efforts during the 1970's on the welfare dependency of AFDC families, and whether the most recent efforts have insured their economic independence over the longer run.

5-118* The Impact of Family Background, Educational Credentials, and Academic Ability on Attaining High Income: A Longitudinal Analysis of Three Post-War Cohorts

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Paul W. Kingston, Doctoral Candidate

Grant 91-36-77-50
Project still in progress

Descriptors: CAREER PATTERNS; EDUCATIONAL ATTAINMENT; SOCIOLOGICAL FACTORS

This study will examine the educational-occupational progression that leads the offspring of affluent families into higher income careers. Various educational-occupational career paths, mediated by academic ability, will be considered as they pertain to the offspring of affluent families, compared with the offspring of lower and middle-income families. In addition, any changes over time in the progression of different income groups will be reviewed.

Analysis will be based on data from three longitudinal surveys, each of a separate postwar cohort. Samples will include 5,000 men who were first tested in 1943 at ages 18 to 26 years, 4,400 persons who graduated from college in June 1961, and a large sample of 1972 high school graduates.

The author suggests that results of the study may have policy implications for future affirmative action efforts directed at overcoming class-based obstacles to high-level career attainment.

5-119* Impact of Government Programs on Black Americans: 1947 to 1975

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Richard J. Butler, Doctoral Candidate

Grant 91-17-77-20
Project still in progress

Descriptors: INCOME DIFFERENTIALS; BLACKS; GOVERNMENT PROGRAM IMPACT; LABOR MARKET BEHAVIOR; LABOR DEMAND

This study will examine time series data on black-white income differentials to determine what role, if any, government policy has played in accounting for the recent increased use of black-white wage ratios that began in the middle 1960's. Unlike earlier studies that concentrated on only one aspect of the effect of government programs (the demand for black workers), this research will investigate both supply and demand effects of recent government activity on racial wage ratios.

Data for the study will include both published Current Population Survey (CPS) aggregate data and any disaggregated CPS data that can be found. Modern time series analysis techniques will be used, along with the standard econometric methods.

5-120* The Impact of Public Employee Unions on City Budgeting and Employee Remuneration: A Case Study of San Francisco

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Harry C. Katz, Doctoral Candidate

Grant 91-06-77-02
Project still in progress

Descriptors: STATE AND LOCAL GOVERNMENTS; COLLECTIVE BARGAINING; UNIONS; WAGES

The study is examining the influence of public employee unions on wages, fringe benefits, and the distribution of the city's operating expenses. It is concentrating on such issues as the role and consequences of municipal employee strikes and the results of the shift away from administered wage-setting formulas to increased reliance on wage and benefit settlements negotiated between city officials and union representatives.

Annual budgets for the past 20 years are being analyzed to assess the impact of changing wage rates on the allocation of expenditures among and within city departments. Regression analyses are being applied in evaluating the impact of wage levels on budget distribution.

Findings are expected to be potentially useful in future policy deliberations regarding public employee unions, their functions in wage setting, and possible legislation dealing with these issues.

5-121* The Impact of Screening on Earnings Profiles

HARVARD UNIVERSITY
BOSTON, MASS.

Danny Steinberg, Doctoral Candidate

Grant 91-25-77-18
Project still in progress

Descriptors: EARNINGS; INCOME; WAGES; MODELS; ECONOMIC ANALYSIS AND ECONOMETRICS

One objective of this study is to develop a complete structural model underlying the age-earnings profile. The model will be reformulated in continuous time and with continuous variable ability so that other stochastic structures can be explored and the link between conditional wage offers and supply behavior can be forged. Other empirical objectives are to investigate a series of hypotheses related to the model proposed as a statistical test, to describe the actual pattern of wage advancement that individuals experience in the course of their lifetimes, and to explain the patterns that emerge from these data.

Data are being derived from the Michigan Income Dynamics Survey, National Longitudinal Surveys, and the Social Security Administration's Longitudinal Experience Earnings Data Set.

5-122* THE IMPACT OF SICK LEAVE PROVISIONS ON DAYS LOST FROM WORK AND MEDICAL CARE UTILIZATION FOR SPECIFIC DISEASES

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Lynn Paringer, Doctoral Candidate

Grant 91-55-77-09
Project still in progress

Descriptors: HEALTH CARE; HEALTH; SICK LEAVE

The study is first trying to quantify the effects of sick leave provisions and certain other economic and demographic variables on days of work lost due to certain specified illnesses. The second part of the study will assess the impact that indirect costs (wages losses) have on medical care utilization and the type of treatment chosen by persons with specified illnesses.

Data for the study are being drawn from the 1968 Health Interview Survey by the National Center for Health Statistics. Results of the study will have potential usefulness for any efforts to improve health care utilization through public policy or private health plans.

5-123* THE IMPACT OF THE UNEMPLOYMENT INSURANCE PROGRAM ON TEMPORARY LAYOFFS

CORNELL UNIVERSITY
ITHACA, N.Y.

Barbara White, Doctoral Candidate

Grant 91-36-77-43
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; MODELS; LAYOFFS

A model will be developed to measure the impact of unemployment insurance (UI) programs on worker's responses to temporary layoffs. The process by which firms decide on the occupational structure, duration, and extent of temporary layoffs will be analyzed. The primary focus will be on the impact of individual characteristics on layoff experience and the response of firms to changes in UI programs.

Econometric analysis will be utilized to determine the effect of UI programs and will draw on the Current Population Survey, the Annual Survey of Manufacturers, and the *Handbook of Labor Statistics*.

Results of this study should provide empirical data to assist policymakers in reducing unemployment resulting from temporary layoffs and increase understanding of the factors that contribute to a worker's layoff experience.

5-124 THE IMPACT OF THE WORK ENVIRONMENT ON LIFE OUTSIDE THE JOB: A STUDY OF THE BASIC INTERACTION BETWEEN WORK, ENVIRONMENT, AND THE PATTERNS AND DYNAMICS OF LEISURE-TIME ACTIVITIES

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-75-17
Project completed fiscal year 1977

THE IMPACT OF THE WORK ENVIRONMENT ON LIFE OUTSIDE THE JOB: A STUDY OF THE RELATIONSHIP BETWEEN JOB CONTENT AND LEISURE ACTIVITY, POLITICAL PARTICIPATION, AND MENTAL STRAIN USING NATIONAL SURVEY DATA
Dr Robert A. Karasek, Jr.
June 1976

Report Descriptors: DATA SOURCES AND USE; JOB SATISFACTION; LEISURE; LIFESTYLES; SOCIAL REINFORCEMENT; WORK ENVIRONMENT

NTIS PB263073/AS

5-125* THE IMPACT OF THE WORK INCENTIVE PROGRAM IN LOCAL LABOR MARKETS

BOSTON UNIVERSITY
BOSTON, MASS.

Herbert Kessel, Doctoral Candidate

Grant 91-25-76-52
Project still in progress

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: WORK INCENTIVE (WIN) PROGRAM; TRAINING EFFECTIVENESS AND IMPACT; ELASTICITY OF LABOR DEMAND; LABOR DEMAND

This study, assessing how people's work experiences are affected by participation in the Work Incentive (WIN) Program, is divided into two sections. The first is a statistical assessment of the impact of the WIN Program in local labor markets, focusing on the following issues: (1) The nature of WIN participants' work histories; (2) the impact of WIN on labor market experience, particularly on wages, hours worked, job tenure, and quality of jobs; (3) the determinants of post-WIN job retention and turnover. The second section is a case study of the operation of the WIN/JOBS Optional Program, a program designed to provide on-the-job training (OJT) to WIN participants.

A central hypothesis tested in this research is that the characteristics of particular jobs that WIN graduates enter are important in understanding the effectiveness of the program. Two different labor markets in Massachusetts were selected as sample areas in which to study the WIN Program: Worcester, a relatively stable and prosperous area, and New Bedford, an area that has been economically depressed for the last 25 years.

5-126 THE IMPACT OF UNION-NEGOTIATED JOB SECURITY PROVISIONS ON THE INTERINDUSTRY ALLOCATION OF LABOR

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-36-76-33
Project completed fiscal year 1977

THE IMPACT OF UNION-NEGOTIATED JOB SECURITY PROVISIONS ON LABOR TURNOVER AND LABOR MOBILITY
Dr. Richard N. Block
April 1977

Report Descriptors: UNEMPLOYMENT; UNIONIZATION; LABOR RELATIONS; MOBILITY; JOB RETENTION

NTIS PB266246/AS

5-127 THE IMPACT OF U.S. TAX LAWS ON THE LABOR SUPPLY OF MARRIED WOMEN

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-74-06
Project completed fiscal year 1976
Dr. Harvey S. Rosen
May 1974

Report Descriptors: WOMEN; INCOME TAX; EARNINGS; LABOR SUPPLY; WAGE EARNERS; WORK SCHEDULES; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS

NTIS PB276247/AS

5-128 IMPLEMENTATION OF JOB DESIGN—WITH OR WITHOUT EMPLOYEE PARTICIPATION?

YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-75-34
Project completed fiscal year 1977

A COMPARISON OF THE EFFECTS OF JOB REDESIGN WITH OR WITHOUT EMPLOYEE PARTICIPATION
Dr. Irmtraud Streker
1976

Report Descriptors: JOB ANALYSIS; JOB SATISFACTION; MOTIVATION; WORKER UTILIZATION; WORKER PARTICIPATION IN MANAGEMENT

NTIS PB263525/AS

5-129* IMPORTATION OF LABOR SERVICES IN THE U.S. VIA DIRECT FOREIGN INVESTMENT

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Christopher Kwiecinski, Doctoral Candidate

Grant 91-18-77-03
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; HUMAN CAPITAL; IMPORTATION OF LABOR SERVICES

This project is analyzing direct foreign investment as a conduit for importing foreign labor services and as a means of exporting capital services. The major objectives are to estimate the actual extent of foreign employment in U.S.-controlled firms operating abroad and to assess the impact of growing imports of these labor services on U.S. domestic and international trade.

Data for 1957 and 1966, obtained from a variety of government and private sources, are being used in statistical and other analyses. Findings of the study are expected to be of use in policy deliberations on regulations to control the impact of foreign trade on domestic employment and commerce.

5-130 INDIVIDUAL INVESTMENTS, ECOLOGICAL VARIABLES, AND REGIONAL VARIATIONS IN BLACK-WHITE RELATIVE ECONOMIC STATUS

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Grant 91-53-76-24
Project completed fiscal year 1977

INDIVIDUAL INVESTMENTS, ECOLOGICAL VARIABLES, AND BLACK-WHITE RELATIVE ECONOMIC STATUS: A CONTEXTUAL ANALYSIS

OF STATUS ATTAINMENTS FOR BLACKS AND WHITES
Dr. Toby L. Parcel
1977

Report Descriptors: BLACK/WHITE; ECONOMIC STATUS; INCOME DIFFERENTIALS; GEOGRAPHIC MOBILITY; EDUCATION

NTIS PB274292/AS

5-131 INDUSTRIALIZATION, POPULAR RESPONSES, AND THE USES OF THE AMERICAN POLITICAL SYSTEM: AN EXAMINATION OF LABOR AND POLITICAL ACTION IN COMMUNITIES OF DIVERSE ECONOMIC AND SOCIAL CHARACTER, 1880-1900

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grant 91-36-74-40
Project completed fiscal year 1977

WORKINGMEN'S DEMOCRACY: THE KNIGHTS OF LABOR IN LOCAL POLITICS, 1886-1896
Dr. Leon R. Fink
1977

Report Descriptors: POLITICAL ACTION INSTITUTIONS; UNIONIZATION; UNION IMPACT; INDUSTRIAL RELATIONS; TECHNOLOGY AND TECHNOLOGICAL CHANGE

NTIS PB276135/AS

5-132 INDUSTRIAL SAFETY AND COLLECTIVE BARGAINING: AN ECONOMIC ANALYSIS

UNIVERSITY OF WISCONSIN-MILWAUKEE
MILWAUKEE, WIS.

Wayne R. Wendling, Doctoral Candidate

Grant 91-55-76-38
Project completed fiscal year 1978

Descriptors: COLLECTIVE BARGAINING; UNIONS; OCCUPATIONAL SAFETY AND HEALTH

This study investigated the hypotheses that job safety and health provisions are more likely to be included in collective-bargaining agreements under the following conditions: (1) The industry's work force suffers from numerous work hazards; (2) the internal labor force of the industry is composed primarily of craft or entry-level workers; (3) the industry's labor force is highly unionized. Through discriminant analysis the researcher confirmed hypotheses (1) and (3) but found that hypothesis (2) does not necessarily hold true for external market employees.

The primary policy implications of this research are related to the inspection program of the Occupational Safety and Health Administration. Safety inspections may be most efficiently targeted toward hazard-prone industries with less than 1,000 workers, where bargaining is conducted with more than a single employer, where labor is not extensively organized, and in which the product market is not concentrated.
October 1977

Report Descriptors: COLLECTIVE BARGAINING; OCCUPATIONAL SAFETY AND HEALTH; UNIONS; WORK ENVIRONMENT

NTIS

5-133 INEQUALITY AND URBAN CRISIS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-74-22
Project completed fiscal year 1977

STUDIES IN URBAN ECONOMICS AND THE DISTRIBUTION OF INCOME
Dr. Sheldon H. Danziger
February 1976

Report Descriptors: EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; EDUCATION; BLACK/WHITE; URBAN AREAS; POVERTY AREAS

NTIS PB263549/AS

5-134* INFLUENCE OF MEXICAN-AMERICAN FAMILY PATTERNS ON OCCUPATIONAL PLACEMENT

THE UNIVERSITY OF NOTRE DAME
NOTRE DAME, IND.

Daniel Valdez, Doctoral Candidate

Grant 91-18-78-35
Project still in progress

Descriptors: FAMILIES; MEXICAN AMERICANS; SPANISH-SPEAKING AMERICANS; OCCUPATIONAL ASPIRATIONS

This study will investigate the influence of family patterns on the types of jobs obtained by young Mexican Americans from middle- and low-income families.

Interviewers will question a sample of 100 Mexican American families in East Chicago, Ind., who are of diverse socioeconomic status but similar in age and in having secondary school children and young adults present. Multiple regression techniques will be used to analyze the data.

The results of this study are expected to be useful to decisionmakers responsible for job-related policies and programs affecting Mexican Americans and should also be of value to local organizations and institutions working with Mexican American families.

5-135* INSTRUMENTAL DETERMINANTS OF INDIVIDUAL JOB PERFORMANCE, SATISFACTION, AND PARTICIPATION: A

MULTIDIMENSIONAL EXPERIMENTAL APPROACH

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Chris J. Berger, Doctoral Candidate

Grant 91-55-76-15
Project still in progress

Descriptors: WORK ATTITUDES; JOB SATISFACTION; MOTIVATION; INCENTIVES

The purpose of this research is to investigate the effects of several levels of two types of reinforcement (monetary and verbal) on the quantity and quality of work performance, job satisfaction, and job participation. In addition, the individual's reaction and adjustment to attempts to influence productivity are being measured using a variety of behavioral indicators and multiple regression techniques. The study is longitudinal, with performance and satisfaction measured before and after changes in reinforcement patterns.

5-136 AN INTEGRATIVE APPROACH TO LEADERSHIP

UNIVERSITY OF ILLINOIS
CHAMPAIGN, ILL.

Grant 91-17-76-27
Project completed fiscal year 1977

AN INTEGRATIVE APPROACH TO THE STUDY OF LEADERSHIP: AN EMPIRICAL EXAMINATION AND THEORETICAL INTEGRATION
Dr. Robert P. Vecchio
1976

Report Descriptors: ATTITUDES; MODELS; ORGANIZATIONAL ENVIRONMENT

NTIS PB274267/AS

5-137* THE INTERGENERATIONAL TRANSMISSION OF OCCUPATIONAL STATUSES IN THE UNITED STATES

DUKE UNIVERSITY
DURHAM, N.C.

Richard J. Caston, Doctoral Candidate

Grant 91-37-78-19
Project still in progress

Descriptors: OCCUPATIONAL STATUS; OCCUPATIONAL STRUCTURE; EARNINGS; SOCIAL MOBILITY; SOCIAL STRUCTURE; STATUS

This study will examine inequality in American society through a model linking occupational role to information or knowledge, prestige, earnings, and self-direction (as a proxy for a power or political dimension). Two high-quality census data sets will be used to compare the structure of inequality in the early 1970's with that of the early 1960's.

Analyses of the model should illuminate the degree to which the present distribution of statuses or rewards controlled by birth cohort has arisen from the statuses or rewards of family background, indexed through father's occupational position. Informational status will be examined as a determinant of dependent social, economic, and power rewards. The results are also expected to facilitate subsequent studies of racial and sexual inequality.

5-138 INTERINDUSTRY WAGE DIFFERENTIALS AMONG UNIONIZED MOTORTRUCK DRIVERS FOR PRIVATE CARRIERS IN A LOCAL LABOR MARKET: A CASE STUDY

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Grant 91-26-75-38
Project completed fiscal year 1977

INTERINDUSTRY WAGE DIFFERENTIALS AMONG UNIONIZED MOTORTRUCK DRIVERS IN A LOCAL LABOR MARKET: A CASE STUDY
Dr. Ira T. Kay
1976

Report Descriptors: WAGE DIFFERENTIALS; TRUCKING INDUSTRY; LABOR MARKET

NTIS PB274149/AS

5-139* INTERNAL MARKETS AND THE DEMAND FOR LABOR: AN ANALYSIS OF INTERINDUSTRY VARIATION IN THE SHORT RUN ADJUSTMENT OF EMPLOYMENT AND WAGES

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Kim B. Clark, Doctoral Candidate

Grant 91-25-77-36
Project still in progress

Descriptors: MODELS; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT; LABOR DEMAND; WAGE STRUCTURE

The purpose of this research is to measure the impact of the internal labor market on the shortrun adjustment of employment and wages. The influence of labor market institutions on the adjustment process will be specified and tested theoretically and through an intensive case study of the internal market in the cement industry. A model of the adjustment process will be developed in which wages, hours, and employment adjust and interact out of equilibrium.

The empirical application of the adjustment model will include two major bodies of data. Analysis of unpublished data on the cement industry will concentrate on employment-wage adjustment and interaction. The second data set permits estimation of the complete model using disaggregated level data for the entire manufacturing sector.

This study should result in an improved understanding of the impact of institutional structure on the adjustment process and facilitate analyzing effects of alternative policies on a variety of economic variables, such as employment, wages, and turnover.

5-140 Intra-Employer Status Mobility: The Role of the Firm in Wage and Occupational Achievement

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-74-28
Project completed fiscal year 1976
Dr. Robert M. Groves
August 1975

Report Descriptors: OCCUPATIONAL MOBILITY; LABOR FORCE PARTICIPATION; LABOR SUPPLY; OCCUPATIONAL STRUCTURE; INTERFIRM MOBILITY; ORGANIZATIONAL STRUCTURE; MICHIGAN, DETROIT

NTIS PB263554/AS

5-141* Inventory Investment and the Short-Run Demand for Labor

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Robert J. Rossana, Doctoral Candidate

Grant 91-24-77-34
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR DEMAND; MODELS

This study will investigate two broad aspects of the interaction between inventories or unfilled orders and labor input in a dynamic theory of the firm. First, a theoretical framework will be developed for firms that produce only to stock and firms producing solely to order. This model will examine the determinants and interrelationships among employment, hours, and finished goods inventories. Second, an empirical investigation will be conducted using least square techniques on aggregate and two-digit industry data, from the *Manufacturers Shipments, Inventories and Order Series*, published by the U.S. Department of Commerce, and *Employment and Earnings*, published by the Bureau of Labor Statistics, to assess the ability of the model to explain movements in these variables. The model should contribute to the understanding of the response of employment, hours, and inventories to exogenous shocks, such as monetary and fiscal stimuli.

5-142 Investigation of Unionized Contract Construction Wage Changes: A Microanalysis, 1960-1971

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Grant 91-25-75-11
Project completed fiscal year 1976
Dr. Clark G. Ross
December 1975

Report Descriptors: CONSTRUCTION INDUSTRY; CRAFT WORKERS; MICROLEVEL ANALYSIS; UNION IMPACT; WAGE DIFFERENTIALS; WAGES; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB274270/AS

5-143* Issues in Unemployment Insurance Financing: Cross-Subsidies and Incentives for Layoffs

PRINCETON UNIVERSITY
PRINCETON, N.J.

L. Denton Marks, Jr., Doctoral Candidate

Grant 91-34-78-52
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; LAYOFFS; UNEMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; SUBSIDIES; TURNOVER

This study will analyze the size and sources of interindustry and interfirm subsidies resulting from incomplete experience ratings of a State unemployment insurance program. The researcher will estimate the extent to which an experience rating is incomplete (i.e., employee benefits do not equal employer contributions). Next, he will investigate the effect of the subsidies on labor turnover. One hypothesis to be tested is that incomplete experience ratings reduce the costs of layoffs for some firms and thus increase unemployment. The use of time series data permits estimation of these effects at different stages in the business cycle.

The researcher will use a new data set consisting of observations of firms in the New Jersey unemployment insurance program. Microdata have not previously been available for studying the effects of the method of financing unemployment insurance. The implications of the research are that, if the present method of financing unemployment insurance is increasing unemployment by subsidizing layoffs, it should be changed so as to discourage layoffs and reduce unemployment.

5-144 Job Involvement as a Moderator of the Effects of Job and Life Stress on Job-Related Strain

COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Grant 91-08-75-21
Project completed fiscal year 1977

JOB STRAIN AS A FUNCTION OF JOB AND LIFE STRESSES
Dr. Jack N. Singer
1975

Report Descriptors: ADJUSTMENT; JOB SATISFACTION; ASPIRATIONS; ORGANIZATIONAL ENVIRONMENT; QUALITY OF EMPLOYMENT; MALE/FEMALE

NTIS PB243418/AS

5-145 JOB SEARCH AND QUIT BEHAVIOR OF EMPLOYED HOUSEHOLD HEADS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-75-19
Project completed fiscal year 1977

DETERMINANTS AND IMPLICATIONS OF JOB SEARCH AND QUIT ACTIVITY
Dr. Matthew Black
1976

Report Descriptors: DURATION OF UNEMPLOYMENT; ELASTICITY OF LABOR SUPPLY; HUMAN CAPITAL; INTERFIRM MOBILITY; JOB SEARCH; LABOR MOBILITY

NTIS PB276351/AS

5-146 JOB SEARCH BEHAVIOR: AN ANALYSIS OF THE DETERMINANTS OF JOB SEARCH DURATION

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Grant 91-53-74-45
Project completed fiscal year 1977

JOB SEARCH BEHAVIOR: AN EMPIRICAL ANALYSIS OF UNEMPLOYMENT DURATION
Dr. Suresh Malhotra
June 1976

Report Descriptors: JOB SEARCH; DURATION OF UNEMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB267103/AS

5-147* JOB SEARCH PROCESS: ITS EFFICIENCY AND EFFECTIVENESS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Mary Lynn Braswell, Doctoral Candidate

Grant 91-36-78-21
Project still in progress

Descriptors: JOB SEARCH; JOB INFORMATION SERVICE

The study will focus on the development of an interdisciplinary understanding of the job search process, by integrating the concerns of labor economics (functions of the labor market) and vocational psychology (careers of individuals).

Study samples will be selected from four occupational groups within the population of laid-off municipal employees in New York City. Comparisons will be made of search readiness, search strategies, different amounts of adjustment in wage and nonwage aspirations, and differences in occupational adjustment and duration of unemployment. the research design contemplates adjustments for the level of economic activity.

Findings should be relevant to programs and services aimed at helping people become employable and employed. Specifically the researcher hopes to provide: (1) Search strategies that lead to efficient and effective reemployment; (2) an efficient and inexpensive screening device for employment services; and (3) salient characteristics of the workers and search strategies associated with less satisfactory outcomes.

5-148 JOBS AND WORKERS: A STUDY OF THE EMPLOYMENT EXPERIENCE, WORK-RELATED ATTITUDES, AND LABOR MARKET BEHAVIOR OF MALE YOUTH

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-75-15
Project completed fiscal year 1977

JOBS AND WORKERS: A LABOR MARKET SEGMENTATION PERSPECTIVE ON THE WORK EXPERIENCE OF YOUNG MEN
Dr. Robert K. Buchele
May 1976

Report Descriptors: CAREER PATTERNS; DUAL LABOR MARKETS; LABOR FORCE BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS; WORK ATTITUDES

NTIS PB273809/AS

5-149 THE LABOR FORCE PARTICIPATION AND OCCUPATIONAL MOBILITY OF MARRIED WOMEN WITH CHILDREN IN THE UNITED STATES: AN INVESTIGATION OF CULTURAL AND STRUCTURAL FACTORS

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 91-42-73-33
Project completed fiscal year 1977

WORK ATTACHMENT AND HOME ROLE AMONG A COHORT OF AMERICAN WOMEN
Dr. Julia A. Ericksen
1976

Report Descriptors: WOMEN; NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; CHILDREN; LABOR FORCE BEHAVIOR

NTIS PB274343/AS

5-150* The Labor Force Participation and Fertility of Mothers: The Effect of Child Care Availability

COLUMBIA UNIVERSITY
NEW YORK, N. Y.

Liliane P. Floge, Doctoral Candidate

Grant 91-36-77-52
Project still in progress

Descriptors: MOTHERS; CHILD DAY CARE; LABOR FORCE PARTICIPATION

Research will focus on how the availability of child care affects women's labor force participation. It will also examine the efficiency of alternative theories in explaining the inverse relationship between women's fertility and labor force participation rates.

Data for the study will be drawn from a longitudinal survey of women in New York who had their first child in July of 1970, 1971, or 1972 and who were between 15 and 29 years of age at the time. The sample was drawn to include a representative cross section of women with respect to class, race, and marital status. Data analysis, incorporating numerous child-care, employment, demographic, and attitudinal variables, will be carried out using multiple regression techniques.

Findings of the study are expected to have implications for several areas of concern. They may permit improved estimates of the size of the potential but untapped female labor force, the extent to which child-care services may be needed, and the impact increased availability of child-care services might have on women's fertility and labor force participation.

5-151* Labor Force Turnover Among Adult Women

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Ellen Burton, Doctoral Candidate

Grant 91-25-74-21
Project still in progress

Descriptors: TURNOVER; JOB RETENTION; WOMEN

This study investigates patterns of determinants and implications for public policy of short-term labor turnover among adult women. Its objective is to develop understanding of the microeconomics of individual experience.

Data are being gathered from the 1955 publication, *Growth of American Families*, the Census 1/100 sample, the 1966 and 1967 Surveys of Economic Opportunity, and Bureau of Labor Statistics publications.

5-152* The Labor Market Behavior of Migrant and Seasonal Farmworkers

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Benjamin N. Matta, Jr., Doctoral Candidate

Grant 91-48-78-47
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FARMWORKERS; CETA PROGRAMS; LABOR MARKET BEHAVIOR; EMPLOYMENT; EARNINGS

This dissertation will examine an existing data base, *The Hired Farm Working Force in 1975*, prepared by the Economic Research Service of the U.S. Department of Agriculture. The researcher will use tapes prepared from that survey to conduct an econometric analysis of the socioeconomic and sociodemographic influences on employment and earnings patterns in the hired farmworker market. The inquiry will concentrate on migratory status, employment duration, and earnings. The analysis will involve a set of four equations that form a model of the hypothesized relationships—two linear equations that determine the probability of migratory status and the probability of major activity in the hired farmworker market and two equations for employment duration and earnings.

The study will attempt to precisely define specific groups of individuals—or segments of interest to CETA—within the hired farmworker population. Present CETA farmworker programs have two goals. One is to provide alternative employment for those who want to settle out of hired farm work. The other is to upgrade the farm-related skills of those who wish to remain in farm occupations but face the threat of skill obsolesence because of technological change. The present study is expected to shed light on the proper focus of these programs by specifying particular roles and associated characteristics of such groups as migrants, casual or seasonal workers, multiple jobholders, and those who work only at farm jobs.

5-153* The Labor Market for Ph.D. Economists

VANDERBILT UNIVERSITY
NASHVILLE, TENN.

Charles E. Scott, Doctoral Candidate

Grant 91-47-76-46
Project still in progress

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: ECONOMISTS; DOCTORAL DEGREES; JOB SEARCH

This study is exploring the labor market for Ph.D. economists in an effort to assist educators and government policymakers in alleviating disequilibrium in the market. By identifying the pattern of employment for economists, it is hoped that manpower planners, universities, and professional schools will be able to guide training to better fit the fluctuation of supply and demand and help individuals avoid costly mistakes in human capital decisions.

The study involves an analysis of time series data on the output of Ph.D.'s from universities, their starting salaries, and other measures of market demand.

5-154 LABOR SUPPLY BEHAVIOR OF SINGLE WOMEN WITH CHILDREN

RUTGERS UNIVERSITY
NEW BRUNSWICK, N.J.

Andrew W. Braunstein, Doctoral Candidate

Grant 91-34-77-53
Project completed fiscal year 1978

Descriptors: WOMEN; LABOR SUPPLY; INCOME; WORK SCHEDULES; MODELS

This study examined the empirical labor supply behavior of female heads of households in the United States by dividing them into two groups—those with and those without choice over hours worked. In contrast to most existing studies, this analysis considered labor supply behavior in a dynamic framework, under the contention that people look beyond current economic conditions in making their labor supply decisions.

Parameter estimates for both the static and dynamic models varied greatly between the "free choice" and "choiceless" groups. The study notes that policymakers use labor supply model estimates to gage the labor supply reaction to various public programs. It argues that estimates based on data about individuals who cannot choose the hours they work could give a false indication of labor supply reaction to income maintenance and related programs.

LABOR SUPPLY BEHAVIOR OF FEMALE HEADS OF HOUSEHOLDS: EXTENDING THE CLASSICAL MODEL TO A DYNAMIC FRAMEWORK
May 1978

Report Descriptors: WOMEN; LABOR SUPPLY; INCOME; WORK SCHEDULES; MODELS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB284395/AS

5-155 LABOR UNION RESPONSE TO FEDERAL MANPOWER POLICY: A COMPARATIVE STUDY OF THE UNITED STEELWORKERS OF AMERICA AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 91-48-74-36
Project completed fiscal year 1976
Dr. David B. Stephens
1975

Report Descriptors: UNIONS; STEEL INDUSTRY; COLLECTIVE BARGAINING; UNION PRACTICES; UNIONIZATION; LABOR MOVEMENT; WORKER PARTICIPATION IN EMPLOYMENT AND TRAINING PROGRAMS

NTIS PB263201/AS

5-156* LABOR UTILIZATION AND THE ASSIMILATION OF ASIAN AMERICANS

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Angelina H. Li, Doctoral Candidate

Grant 91-17-77-48
Project still in progress

Descriptors: IMMIGRANTS; UNDEREMPLOYMENT; ASSIMILATION; DISCRIMINATION

The study will explore underemployment among Asian Americans, concentrating on such variables as hours worked per week, income, and disparities between education and occupational attainment. The study will examine differences in underemployment between recent and more established immigrants and between second- and third-generation Asian Americans and other minority groups.

Data for the study will be drawn from four sources: (1) The 1-percent Public Use Sample of the 1960 and 1970 censuses; (2) published tabulations and special reports of the two censuses; (3) published tabulations from the Current Population Survey; and (4) data from unpublished dissertations on underemployment among whites and blacks in 1970. The researcher will test several hypotheses pertaining to cultural differences, discrimination, acculturation, and structural underemployment of Asian Americans.

The research should contribute to increased understanding of Asian Americans' adjustment to the U.S. labor market. Additionally, it is expected to shed light on underemployment generally and to have policy implications for employment and training agencies.

5-157 LAYOFFS AND OTHER TURNOVER FLOWS: INDUSTRY DIFFERENCES AND THE ROLE OF FIXED EMPLOYMENT COSTS

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Harry C. Benham, Doctoral Candidate

Grant 91-06-76-22
Project completed fiscal year 1978

Descriptors: LAYOFFS; TURNOVER; COSTS

This dissertation considers the incidence and duration of unemployment resulting from layoffs by investigating the factors influencing firms to layoff and recall workers. Of particular interest is how the size of the pool of laidoff workers (the stock of rehirables) influences layoff and recall decisions. Empirical results indicate a remarkable sensitivity to the stocks of rehirables: Employers appear to be more prone to layoff workers and postpone recalling them when these stocks are large.
June 1978

Report Descriptors: ECONOMIC FORECASTING; LABOR DEMAND; LABOR SUPPLY; UNEMPLOYMENT; WORKER UTILIZATION; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB284430/AS

5-158 A Life-Cycle Analysis of the Labor Market Return to Human Capital

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 91-24-76-10
Project completed fiscal year 1977

SOCIAL BACKGROUND, SCHOOLING, AND LABOR MARKET EXPERIENCES: THE REPRODUCTION OF SOCIOECONOMIC INEQUALITY FROM GENERATION TO GENERATION
Dr. Larry J. Griffin
1976

Report Descriptors: HUMAN CAPITAL; LABOR MARKET; JOB SATISFACTION; EARNINGS; OCCUPATIONAL STATUS

NTIS PB263159/AS

5-159 A Life-Cycle Model of Pensions

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MARYLAND

Sheldon Stein, Doctoral Candidate

Grant 91-24-76-06
Project completed fiscal year 1978

Descriptors: CONSUMPTION; ECONOMIC ANALYSIS AND ECONOMETRICS; RETIREMENT; PENSIONS

This study examined the effect of expected pension income on the savings behavior of workers. Time series and cross section regressions indicated that retirement income both augments and reduces savings during an individual's working years. It appears to reduce savings by weakening the incentive to save for retirement and simultaneously stimulates savings by inducing early retirement. Since these two influences seem to largely offset each other, the study finds no evidence to support the notion that retirement income programs substantially cut savings.

SOCIAL SECURITY, INTEREST RATES, AND LIFE CYCLE CONSUMPTION
July 1978

Report Descriptors: CONSUMPTION; PENSIONS; SOCIAL SECURITY

NTIS PB284584/AS

5-160 Local Government and Manpower Programs for the Disadvantaged: An Evaluation of the Impact of the Portland Concentrated Employment Program

PORTLAND STATE UNIVERSITY
PORTLAND, OREG.

Grant 91-41-75-16
Project completed fiscal year 1977
Dr. Lois Farrer Copperman
1976

Report Descriptors: TRAINING EFFECTIVENESS AND IMPACT; INCOME; DISADVANTAGED; CONCENTRATED EMPLOYMENT PROGRAM

NTIS PB273786/AS

5-161* Macroeconomic Policies in Inflationary Situations and the Size Distribution of Income

YALE UNIVERSITY
NEW HAVEN, CONN.

Peter Reuter, Doctoral Candidate

Grant 91-09-71-28
Project still in progress

Descriptors: MACROLEVEL ANALYSIS; INCOME DIFFERENTIALS; STATUS; FAMILIES; INFLATION

This study is exploring the distributive impact of alternative policies for depressing the rate of inflation, using data on the financial characteristics of 2,557 families from two recent Federal Reserve Board surveys. It will: (1) Estimate the structure of income, with particular attention to nonwage income, for different socioeconomic groups; (2) examine the influence of macroeconomic policy instruments on the composition of aggregate income; and (3) assess the effects of changes in the composition of aggregate income on the incomes of different socioeconomic groups.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-162* Male-Female Dimensions of Occupational Prestige

CORNELL UNIVERSITY
ITHACA, N.Y.

Janice A. Olson, Doctoral Candidate

Grant 91-36-76-42
Project still in progress

Descriptors: MALE/FEMALE; OCCUPATIONAL STATUS; HOUSEKEEPERS; QUESTIONNAIRE

This pilot study is examining the relationship between the relative prestige of a range of occupations and the sex of the occupational incumbent. The study is investigating the relative prestige of women engaged in the labor market compared with that of housewives who are not employed and exploring whether occupations themselves confer prestige on their incumbents in a sex-neutral way.

The research involves analysis of data derived from interviews with a small sample of the adult population in Syracuse, N. Y. The prestige or standing of incumbents in some 100 occupations is being explored. Variation in the characteristics of the respondents is also being reviewed for comparison with the prestige ratings.

5-163 Management by Objectives: Effects of Superior's Evaluation Policies on Subordinates' Motivation and Performance

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-76-09
Project completed fiscal year 1977
Dr. Philip J. Mo.hart
June 1977

Report Descriptors: MANAGEMENT EFFECTIVENESS; INCENTIVES; PRODUCTIVITY; ASSESSMENT AND EVALUATION; MOTIVATION

NTIS PB274322/AS

5-164 Manpower Impact and Problems of Mexican Illegal Aliens in an Urban Labor Market

UNIVERSITY OF ILLINOIS
URBANA, ILL.

Grant 91-17-75-20
Project completed fiscal year 1977
Dr. Gilbert Cardenas
December 1976

Report Descriptors: IMMIGRANTS; ALIENS; MEXICAN AMERICANS; ASSIMILATION; DUAL LABOR MARKETS; LABOR CERTIFICATION PROGRAM

NTIS PB266248/AS

5-165* Marital Mobility Constraints on Women's Occupational Mobility

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Nancy E. Dunton, Doctoral Candidate

Grant 91-55-78-08
Project still in progress

Descriptors: WOMEN'S OCCUPATIONS; OCCUPATIONAL MOBILITY; WOMEN

The researcher will assess the constraints placed upon the female labor force entry and occupational mobility by marriage and marital mobility (status acquired through husband's occupation). The idea that women have two principal avenues of attaining their social status through marriage and labor force activity will be investigated. Analyses will compare occupational and marital mobility and determine if employment in various occupational categories will change the mobility pattern. The researcher will analyze the influence of demographic and sociological factors on the previous decisions of women to choose either marriage or labor force activity, or both.

Data will be drawn from a 1957 study of a cohort of Wisconsin high school seniors. A one-third random sample of this cohort, conducted in 1964 and 1975 will also be used to gain information on occupational and educational attainments.

5-166 Marital Status Transition and Labor Force Readjustments: An Analysis of Female Heads of Families

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-29-76-21
Project completed fiscal year 1977
Dr. Linda S. Rosenman
February 1977

Report Descriptors: ADJUSTMENT; LABOR FORCE PARTICIPATION; NATIONAL LONGITUDINAL SURVEYS; WOMEN; FAMILIES

NTIS PB273767/AS

5-167 Market Differentials and Labor Force Behavior

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-29-74-46
Project completed fiscal year 1976
Dr. Wesley S. Mellow
August 1975

Report Descriptors: LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT; MIDDLE-AGED WORKERS; MEN; NATIONAL LONGITUDINAL SURVEYS

NTIS PB263582/AS

5-168* MATERNAL EMPLOYMENT AND SCHOOL ADJUSTMENT

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Anita Farel, Doctoral Candidate

Grant 91-37-78-30
Project still in progress

Descriptors: ATTITUDES; MOTHERS; JOB SATISFACTION

This research will investigate the relationship between maternal employment and the child's adjustment to school as well as the relationship among four sets of variables: (1) Sociodemographic variables related to the mother and the child; (2) child-care arrangement variables; (3) the mother's attitude toward employment; and (4) conditions surrounding the mother's employment.

Multiple regression techniques will test the specified hypotheses, using a number of teachers' rating scales and responses to a questionnaire administered to a sample of 212 mothers that measures attitudes toward the maternal role and work.

It is anticipated that the study may prove helpful in evaluating the extent to which current social policies are designed to meet the special needs of different groups of women and their families.

5-169 THE MEASUREMENT OF ALIENATION AND ITS CAUSES THROUGH THE USE OF BEHAVIORALLY ANCHORED RATING SCALES

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Grant 91-27-74-08
Project completed fiscal year 1977

THE DEVELOPMENT OF RATING SCALES TO MEASURE BEHAVIORS ASSOCIATED WITH WORKER ALIENATION AND THEIR PERCEIVED CAUSES
Dr. Michael A. Hopp
December 1976

Report Descriptors: ALIENATION; MOTIVATION; ATTITUDES; BEHAVIOR SCALES; QUESTIONNAIRE

NTIS PB263286/AS

5-170 THE MEASUREMENT OF TOTAL AND PRIMARY FACTOR PRODUCTIVITY: A DISAGGREGATED STUDY OF THE POSTWAR JAPANESE ECONOMY AND A COMPARATIVE STUDY WITH THE UNITED STATES

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 91-24-74-49
Project completed fiscal year 1976

TOTAL FACTOR PRODUCTIVITY ANALYSIS: A DISAGGREGATED STUDY OF THE POST-WAR JAPANESE ECONOMY AND COMPARISON WITH THE UNITED STATES
Dr. Mieko Nishimizu
June 1975

Report Descriptors: PRODUCTIVITY; JAPAN; INDUSTRY PRACTICES

NTIS PB276287/AS

5-171 A MICROECONOMIC MODEL OF THE DISTRIBUTION OF LABOR INCOME: ECONOMETRIC ESTIMATION AND APPLICATION

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-75-29
Project completed fiscal year 1977
Dr. Halbert White, Jr.
June 1976

Report Descriptors: HUMAN CAPITAL; WAGES; RETURNS ON EDUCATIONAL INVESTMENT; EDUCATIONAL ATTAINMENT

NTIS PB274311/AS

5-172* OCCUPATIONAL DIFFERENTIATION BY SEX: AN INTERNATIONAL COMPARISON

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Katharine A. Gaskin, Doctoral Candidate

Grant 91-26-78-26
Project still in progress

Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL CLASSIFICATION; WOMEN

The primary aim of this research is to measure and compare detailed occupational differences by sex between the United States and other advanced industrial countries. Two conceptual headings—segregation and sextyping—will be examined. Segregation refers to the degree of similarity or dissimilarity of female and male distributions over the entire occupational structure. Sextyping refers to the idea that occupations develop dominant sex labels.

An extensive descriptive analysis will be performed. Matching of detailed occupational classifications from 1960 census data will be carried out for four to six advanced industrial nations, chiefly in Western and Northern Europe and North America.

It is expected this exploratory study will provide further insight into the problem of sex segregation as it affects income inequality.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-173 Occupational Licensure of Allied Health Manpower: Effects on Costs and Employment Opportunities and Historical Spread in the Health Sector

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-73-31
Project completed fiscal year 1977

OCCUPATIONAL LICENSURE AND THE LABOR MARKET FOR CLINICAL LABORATORY PERSONNEL 1900-1973
Dr. William D. White
July 1975

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; OCCUPATIONAL LICENSING; HEALTH OCCUPATIONS; INTERNAL LABOR MARKETS

NTIS PB276116/AS

5-174 Occupational Segregation by Sex: An Analysis of the Determinants of the Occupational Sex Composition of Female Workers

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Jennifer H. Madans, Doctoral Candidate

Grant 91-26-77-04
Project completed fiscal year 1978

Descriptors: WOMEN; OCCUPATIONAL CHOICE; DUAL LABOR MARKETS; SEX DISCRIMINATION; NATIONAL LONGITUDINAL SURVEYS; DUAL CAREERS

This research focuses on occupational segregation by sex and on the position of female workers in the labor market. It attempts to identify factors associated with women's working in male- or female-dominated occupations. Variables included in the analysis are derived from women's premarital family and educational backgrounds; their marital, family, and work histories; and measurements of their attitudes toward work and women's roles.

Data for the study were drawn from three cohorts in the National Longitudinal Surveys and from the 1974 Detroit Area Study. Multiple regression analyses were employed to isolate variables associated with women's occupational characteristics.

Significant findings suggest that, for high-status white women, atypical occupations are associated with early (teenage) commitment and active preparation for this employment. The pattern for low-status nonwhite women is related to employment as farm laborers, and no evidence of early commitment or preparation was found.
1978

NTIS PB283206/AS

5-175 The Occupational Socialization of Police

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Grant 91-06-75-25
Project completed fiscal year 1977
Dr. Ilana Hadar
1977

Report Descriptors: POLICE; WORK ATTITUDES; MOTIVATION; JOB SATISFACTION

NTIS PB276276/AS

5-176* The Occupational Success of Young Women

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Daniel W. Boothby, Doctoral Candidate

Grant 91-06-77-32
Project still in progress

Descriptors: YOUNG WOMEN; SEX DISCRIMINATION; WAGE DIFFERENTIALS; NATIONAL LONGITUDINAL SURVEYS

This study will concentrate on identifying sex discrimination in employment. To do so, the researcher will analyze the occupational distribution of women, attempt to explain differences from the distribution of men, and consider the characteristics of women who attain occupational success. The data will be drawn from the National Longitudinal Survey (NLS) of young men and women 14 to 24 years old at the beginning of the survey.

Two alternative hypotheses—the supply-oriented hypothesis of Mincer, Polachek, and Zellner and the occupational discrimination models of Bergmann and others—will be empirically tested through the NLS data. The role of socialization will be examined with the aid of variables describing education, job tenure and changes, and continuity of labor force participation. In addition, to explore further the role of socialization, the researcher will construct a brother-sister data set from the data base.

5-177* Off-Farm Labor Supply and Earnings of Farm Families

UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Daniel A. Sumner, Doctoral Candidate

Grant 91-17-76-65
Project still in progress

Descriptors: LABOR MARKET BEHAVIOR; RURAL AREAS; AGRICULTURAL COMMUNITIES

Among the most impressive changes that have occurred in U.S. agriculture in the last quarter century have

been: (1) The great increase in the amount of time farmers have allocated to off-farm employment and (2) the associated increase in earnings from the off-farm work of all farm family members. The dissertation investigates how farm family members in the United States allocate their time. By concentrating on multiple earnings sources, that is, the allocation of time to both farming and nonfarm employment, it will analyze the extent to which farm family members choose to engage in multiple-income-generating occupations.

The hypotheses of this study will be framed as statistical questions on the significance of specific explanatory variables in accounting for the allocation of time to multiple family occupations. The study will list and test those variables for which information is now available. It will develop the appropriate conceptual and econometric framework to apply to factors that may not yet be measurable.

5-178 Overeducation in the U. S. Labor Market: Implications for Postsecondary Educational Policy

STANFORD UNIVERSITY
STANFORD, CALIF.

Russell W. Rumberger, Doctoral Candidate

Grant 91-06-77-23
Project completed fiscal year 1978

Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; HUMAN CAPITAL; EDUCATIONAL ATTAINMENT; COLLEGE PREPARATION; EDUCATIONAL EFFECT ON CAREER PATTERNS

This two-part study explores overeducation—the inability of many workers to find jobs commensurate with their educational level. The first part contains a general discussion of overeducation, including an examination of several alternative definitions of the word, an analysis of the theoretical bases of this phenomenon, and an exploration of possible adverse consequences in the workplace and the implications for private decisionmaking and public policy. The second part reports on measurement of overeducation, defined as the discrepancy between the educational attainments of workers and the skill requirements of their jobs. Data from two editions of the *Dictionary of Occupational Titles*, which estimate the skill requirements of jobs, and census data were used to perform analyses for 1960 and 1976.

The results indicate that: (1) Overeducation is widespread and has increased since 1960; (2) changing skill requirements have slightly reduced the number of highly skilled jobs; and (3) overeducation is more widespread among blacks than whites, although these differences decreased between 1960 and 1976.

OVEREDUCATION IN THE U.S. LABOR MARKET
July 1978

Report Descriptors: CAREER PATTERNS; UPGRADING, JOB ANALYSIS; HUMAN CAPITAL; EDUCATIONAL ATTAINMENT

5-179* Part-Time Employment: A Study of the Relative Impact of Task and Temporal Factors on Workers Effectiveness

YALE UNIVERSITY
NEW HAVEN, CONN.

Judith Mintz, Doctoral Candidate

Grant 91-09-76-05
Project still in progress

Descriptors: JOB PERFORMANCE; JOB STRUCTURE; PART-TIME EMPLOYMENT; PRODUCTIVITY

This research explores the effectiveness and use of part-time employment. It hypothesizes that part-time employment will show a higher degree of work accomplishment than full-time employment among certain occupations. Mothers are particularly constrained by household obligations and often are available solely for part-time work.

A 3-day laboratory simulation involving 60 women is comparing the work product of a full-time employee to 2 part-time employees. Quality and quantity of work and job satisfaction are being used to compare full-time and part-time employment. This exploratory study will determine whether part-time employment has advantages and in what type of occupation is part-time work most successful.

5-180* The Pattern of Women's Labor Supply

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Donald A. Larsen, Doctoral Candidate

Grant 91-29-76-62
Project still in progress

Descriptors: PART-TIME EMPLOYMENT; LABOR SUPPLY; WOMEN; WOMEN'S OCCUPATIONS

This study investigates the determinants of female labor supply and in particular explores the decision to work part time or part year. It should provide important evidence on how the particular constraints surrounding married women affect the weeks-hours trade-off. The model being developed should be useful both in indicating whether and how the current structure of jobs inhibits rewarding work experiences for married women and in suggesting institutional changes that might reduce underemployment.

5-181* Poverty Flows in the Female-Headed Household

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Susan Hegsted, Doctoral Candidate

Grant 91-49-76-26
Project still in progress

Descriptors: POVERTY; WOMEN; NATIONAL LONGITUDINAL SURVEYS

This research examines the flows of female-headed households in and out of poverty. Economic, social, and psychological forces that cause fluctuations in the flows are being identified, along with analysis of labor market conditions, in an attempt to identify conditions under which there are significant increases or reductions in the direction and magnitude of the flows. Comparisons are being made on black and white poverty households to try to understand why black female-headed households are more likely to be under the poverty level than their white counterparts. The National Longitudinal Survey is supplying the needed data to explore these flows of poverty.

5-182 Poverty, Politics, and Relief: A Study of Public Welfare and Low-Wage Labor Markets in Boston, 1922-1972

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
BOSTON, MASS.

Martin R. Holmer, Doctoral Candidate

Grant 91-25-73-17
Project completed fiscal year 1978

Descriptors: WELFARE PROGRAMS; DUAL LABOR MARKETS; ECONOMIC ANALYSIS AND ECONOMETRICS; WELFARE PATTERNS; WELFARE RECIPIENTS; LOW-WAGE JOBS

To identify the immediate causes of the national expansion in Aid to Families with Dependent Children (AFDC) caseloads, the investigator used an econometric model of caseload dynamics to examine the contributions of demographic characteristics, labor market conditions, and different aspects of AFDC policy.

The model, estimated with quarterly data from 1952 through 1972, explained over 99 percent of the historical variation in the number of AFDC recipients. Fully four-fifths of the 1952-72 caseload expansion was attributed to an increase in AFDC accessibility and the less stigmatizing treatment of applicants and recipients by caseworkers.

THE ECONOMIC AND POLITICAL CAUSES OF THE "WELFARE CRISIS"
June 1978

Report Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE PATTERNS; WELFARE PROGRAMS; WELFARE RECIPIENTS

5-183* Predicting Earnings Losses Due to Disabling Work Injuries: A Study of Permanent Partial Disability in California

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Bruce Vermeulen, Doctoral Candidate

Grant 91-06-76-58
Project still in progress

Descriptors: WORKERS' COMPENSATION; EARNINGS; HANDICAPPED

This research examines the earnings losses of workers who have permanently reduced earning capacities as a result of work-related injuries and diseases. The study is developing an econometric estimator of earnings losses that State workers' compensation agencies can use in determining compensation benefits to achieve more consistent levels of income replacement for "permanently partially disabled" workers.

Income replacement is a principal objective of workers' compensation programs. Yet formalized schedules for determining permanent disability benefits in most States are primarily medical rather than economic. Compensation benefits tend to be based on explicit judgments about reduced earning capacity, involving cumbersome case-by-case evaluations and extensive litigation.

The study is analyzing newly available data on workers' compensation recipients in order to identify the principal predictors of postinjury earnings losses and to develop an econometric model with which to predict these losses. Such a model may serve to establish formalized benefit criteria for earnings replacement and as an instrument for achieving those standards consistently and efficiently.

5-184* Primary Group Relations, Occupational Mobility, and Orientation to Work

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Stephen Radecki, Doctoral Candidate

Grant 91-06-78-29
Project still in progress

Descriptors: OCCUPATIONAL MOBILITY; WORK ATTITUDES; STATUS; MOTIVATION; ASPIRATIONS

This study will examine the relationship between individuals' primary social relations and their predilections toward occupational involvement and occupational mobility. There may be an inverse relationship between af-

filiation with close-knit "communal" type primary social groups and individuals' involvement in instrumental, goal-oriented behavior within the occupational sphere, with a concomitant reduction in achieved occupational mobility.

The aim of the study is to combine rigorous quantitative methods with qualitative methods previously employed to determine whether this phenomenon is not confined to any particular population nor specific to any research method. The survey will employ a seven-item social-network index of communal social relations, hypothesizing that involvement in communal relations will be related to individuals' feelings of powerlessness and inversely related to their aspirations for upward social mobility, achieved occupational mobility, and degree of identification with their work.

5-185* The Production of Affective Abilities and Their Influence on the Wage Equation

PRINCETON UNIVERSITY
PRINCETON, N.J.

Randall K. Filer, Doctoral Candidate

Grant 91-34-78-12
Project still in progress

Descriptors: WAGES; EARNINGS; INCOME; BEHAVIOR MODIFICATION; INCOME DIFFERENTIALS; HUMAN CAPITAL

This project will examine the extent to which an individual's stock of human capital consists of his personality traits (affective skills) as well as his knowledge (cognitive skills). In particular, the research will look at how personality traits have a positive effect in the labor market and how they may be modified by an individual in a manner similar to the acquisition of knowledge.

Data to be analyzed will be drawn from the records of Psychological Consultants, Inc., which evaluates candidates for employment with, and current employees of, several hundred firms and organizations located in the mid-Atlantic and southern regions. The cognitive traits of the individual will be measured by a short test of verbal ability developed by T. G. Thurstone and L. L. Thurstone. The individual's affective abilities will be measured by the use of the Guilford-Zimmerman Temperament Survey.

Study findings are expected to give broader insight into: (1) the problem of improperly trained workers, (2) the design of antidiscrimination programs based on the extent to which lower wages for women represent a lower payment for certain personality traits, and (3) the redesign of employment and job-matching programs based on the extent that personality traits are shown to be important.

5-186* Quality Adjustment in Labor Markets in Recession

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

John A. Gardner, Doctoral Candidate

Grant 91-26-78-53
Project still in progress

Descriptors: LABOR MARKET; UNDEREMPLOYMENT; BUSINESS CYCLE; UNEMPLOYMENT/INFLATION TRADEOFF; WAGE STRUCTURE; PROBABILITY MODELS

Labor markets adjust to downturns in the economy not only with increases in unemployment but also with increases in underemployment. Because of cutbacks in demand, some workers are forced to accept jobs with less pay, responsibility, and prestige than they would have in normal times. This research will attempt to estimate the extent of this adjustment—or skidding—to lower jobs as the economy declines.

The study will use time series data from the Commerce Department's Continuous Work History Sample and from the Michigan Panel Study. The researcher will analyze job changes, defining downward adjustments as those resulting in either lower earnings or less stable employment. He will then construct an econometric model to estimate the probability of a downward adjustment, given certain individual and work-related characteristics.

The main policy use of this research will be the possibility of quantifying the underemployment and unemployment effects of a recession. Such a measure would show the extent to which adult men suffer income losses from economic downturns, even while maintaining a low unemployment rate as a group. Other policy implications include a better understanding of labor market adjustment mechanisms and the flow patterns from industry to industry and occupation to occupation during different cycles of the economy.

5-187 Race and Economics: A Human Capital Inquiry

THE UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Arthur Padilla, Doctoral Candidate

Grant 91-37-78-13
Project completed fiscal year 1978

Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; GOVERNMENT POLICIES; BLACK/WHITE; EARNINGS; UNEMPLOYMENT

This study showed that downturns in the business cycle have a significant and adverse effect on the relative incomes and rates of return (ROR) to schooling of young blacks. It used traditional earnings functions to show that the business cycle affects rates of return to schooling and that changes in these rates are different for blacks and whites. The study also made more direct estimates of cyclical effects on rates of return to schooling. The researcher tried to quantify the employment effect by using a limited dependent variable (tobit) model, which lends itself to the problem of parameter estimation where the data include limited observations (i.e., persons with zero earnings). The last part of the dissertation directly

examined the relative wage effects in a cross-section/time-series context by using a three-component error model to estimate panel data.

The analysis showed that young blacks were negatively affected by increases in area unemployment rates, whereas young whites were either unaffected or may have gained slightly as economic conditions deteriorated. The findings suggest three important points: (1) The reported secular rise in the black relative to the white rate of return to schooling is partly dependent on the model specification and on how the business cycle is incorporated into the earning function; (2) there is significant evidence to show that the ROR schooling for all blacks continues to lag behind that for all young whites; and (3) the business cycle affects the earnings of blacks in a relatively adverse fashion.

August 1978

NTIS PB285069/AS

5-188* Racial Inequality in Family Welfare

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Suzanne M. Bianchi, Doctoral Candidate

Grant 91-26-78-24
Project still in progress

Descriptors: FAMILIES; BLACK/WHITE; INCOME DIFFERENTIALS; LABOR FORCE PARTICIPATION; DISCRIMINATION

Most research on black-white inequality has focused on individual earnings, ignoring the substantial increase in the number of black families headed by women, which may have significantly diluted improvement in the economic well-being of black families. This project will attempt to determine for each of three years—1960, 1970, and 1976—how much of the racial gap in family welfare is attributable to black-white differences in family composition, labor market participation, and returns to labor market participation—a component traditionally identified as racial discrimination.

Decennial census findings will provide the data for 1960 and 1970; the March 1976 tape of the Current Population Survey will yield comparable data for that year.

By examining changes in both family needs and family income over time, this research should make it possible to assess the effectiveness of recent and proposed national policies aimed at minimizing the racial gap in family welfare.

5-189 Railroad Manpower Adjustment to Technological Change Through Collective Bargaining

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-36-76-04
Project completed fiscal year 1977

Dr. Douglas M. McCabe
May 1977

Report Descriptors: ARBITRATION; INDUSTRIAL RELATIONS; RAILROADS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; JOB ANALYSIS

5-190 Relationship Between the Labor Market Structure and Demand for Education of White and Black Males

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Grant 91-25-75-39
Project completed fiscal year 1977
Dr. Hiroya Bamba
May 1977

Report Descriptors: BLACK/WHITE; RETURNS ON EDUCATIONAL INVESTMENT; MEN; LABOR MARKET

NTIS PB276279/AS

5-191 The Relationship Between Husband Support and Wife's Successful Return to Higher Education

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Gail Berkove, Doctoral Candidate

Grant 91-26-76-17
Project completed fiscal year 1978

Descriptors: EDUCATIONAL ATTAINMENT; MOTIVATION; SOCIAL REINFORCEMENT; WOMEN

This study explored the influence of husbands' attitudinal, emotional, functional, and financial support on women returning to school.

The report is based on a mail questionnaire sent in 1975 to a sample of returning students attending three Detroit metropolitan area universities. The women, aged 26 and older, had been away from school for at least 5 years before they entered the universities, were married when they returned to school, had at least one child living at home, and were enrolled for 8 credit hours or more during the winter term of 1975.

Husband support was found to be important, if not crucial, to most of the women, with areas of support differing in importance and influence. For example, while husbands' emotional support appeared to be necessary if women were to return to school in the first place, it did not differentiate dropouts from successful students, as did husbands' attitudinal and financial support.

The study findings should be of use to university administrators, counselors, and other mental health professionals working with returning women students.

HUSBAND SUPPORT FOR WOMEN RETURNING TO HIGHER EDUCATION: PREDICTORS AND OUTCOMES
April 1978

Report Descriptors: EDUCATIONAL ATTAINMENT; MOTIVATION; SOCIAL REINFORCEMENT; WOMEN; FAMILIES

5-192* The Relationship Between Worker Ownership and Control of Companies and Organizational Effectiveness

UNIVERSITY OF OREGON
EUGENE, OREG.

Susan R. Wisler, Doctoral Candidate

Grant 91-41-77-40
Project still in progress

Descriptors: WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY; ORGANIZATIONAL ENVIRONMENT; INVESTMENT

The primary objective of this project is to examine the effect of worker ownership and control of an organization on organizational effectiveness. The study will test the hypothesis that financial investment and higher perceptions of participation in decisionmaking on the part of members of cooperatives result in greater commitment to the organization than that felt by their counterparts in conventional organizations. This commitment is reflected in an increased willingness to work for the attainment of organizational goals and, consequently, results in greater organizational effectiveness.

The methodology to be used is a field study approach, with data being gathered through questionnaires and access to company records. Included in the sample are workers in both cooperative and conventional organizations in the same industry and of similar size. Hypotheses will be tested using, for the most part, correlational and multivariate analytic techniques, including discriminant analysis, analysis of variance, and regression analysis.

This research should yield an improved understanding of organizational behavior. Specific contributions are expected to include a greater understanding of the effects of worker ownership in producer organizations, a better definition of the role of worker participation in decisionmaking in producer organizations, and an increase in the body of knowledge regarding the effects of organizational commitment on organization effectiveness.

5-193 Relationships Between Population Decrease and Tertiary Employment Opportunities in Agricultural Communities

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 91-46-70-35
Project completed fiscal year 1977
Dr. Judy Parker Appelt
May 1975

Report Descriptors: POPULATION; RURAL AREAS; DEPRESSED AREAS; EMPLOYMENT OPPORTUNITIES

5-194 The Relative Impact of Job Histories on Career Outcome Variables

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 91-17-76-63
Project completed fiscal year 1977

THE IMPACT OF JOB HISTORY ON MANAGERIAL SUCCESS
Dr. Marilyn A. Morgan
August 1977

Report Descriptors: CAREER PATTERNS; QUALITY OF EMPLOYMENT

NTIS PB273916/AS

5-195* The Retirement Decision: Estimation of a Labor Supply Function for Older Males

CORNELL UNIVERSITY
ITHACA, N.Y.

Jack E. Whiting, Jr., Doctoral Candidate

Grant 91-36-76-40
Project still in progress

Descriptors: OLDER WORKERS; AGING; LABOR SUPPLY; RETIREMENT

This study is attempting to derive a theoretical model for determining the labor participation/labor supply decisions of older males, aged 45 to 59. The model takes into account not only the impact of the aging processing and health factors on the retirement decision, but also the effect of public policy directed at the welfare of the aged, (for example, the Employment Retirement Income Security Act of 1974). It is expected that the methodology developed will make it possible to generalize on the entirety of the available labor supply responses of older workers.

The chief source of data for the project is the National Longitudinal Survey, which provides information on a sample of 5,000 males who were between the ages of 45 and 59 in 1966. Standard econometric methods are being used in the development of the model.

5-196 A Review and Analysis of Changed Work Schedules in Hospitals

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

Grant 91-48-72-37
Project completed fiscal year 1976

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. William Clint Johnson
May 1975

Report Descriptors: WORK SCHEDULES; HOSPITALS; HEALTH OCCUPATIONS; WORK ATTITUDES; ATTITUDES

NTIS PB246234/AS

5-197* RURAL FEMALE LABOR FORCE PARTICIPATION

UNIVERSITY OF CALIFORNIA
DAVIS, CALIF.

Christine R. Heaton, Doctoral Candidate

Grant 91-06-78-25
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; WOMEN; ECONOMIC WELFARE

This study is designed to explore the determinants of rural female labor force participation in the United States. The objectives are threefold: (1) To explore differences in female labor force participation rates between counties and over time; (2) to examine the stability of female labor force participation rates overtime, and (3) to explore the experiences of labor force participants by tracking individuals over time.

Data from the 1960 and 1970 censuses will be used to explore the determinants of female labor force participation. The stability of female labor force participation behavior overtime will be examined using a dynamic Markov chain model. Differences in the strength of female labor force attachment will be investigated through the use of econometric techniques and descriptive statistics.

Findings of this research should provide information to facilitate the development of effective national and rural growth strategies designed to enhance the welfare of the rural population.

5-198* SCHOOL, FAMILY, AND WORK EXPERIENCE OF YOUNG WOMEN

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Nancy A. Garvey, Doctoral Candidate

Grant 91-36-77-22
Project still in progress

Descriptors: EARNINGS; YOUNG WOMEN; NATIONAL LONGITUDINAL SURVEYS; CAREER CHOICE; CAREER GOALS

This study is exploring the factors that determine the starting wages and wage growth of young women. Beginning with an analysis of the early wage experience of a sample of young women (aged 14 to 24, as of Jan. 1, 1968), the investigator will determine whether there are any differences between them and a similar group of young men in the levels of their starting wages and in the rates of growth of their earnings. If differences are uncovered, the reasons for them will be explored, with particular attention to the possible effects of discrimination and variations in the acquisitions of skills by members of the two groups. A further comparison of the earnings experience of the sample of young women with the experience of women at a later stage of the life cycle is expected to provide some information on whether there has been any change in skills levels acquired or the kinds of careers chosen.

Data for the study will be derived from the National Longitudinal Surveys of young women (1968-72), young men (1966-71), and older women (1967-69, 1971). Other variables to be considered are field of study in school, general health, marital status, number of children, and expected length of time in the labor force.

Findings from the study are expected to assist young women in making intelligent career choices and will be of value to vocational guidance counselors, as well as educators and government administrators.

5-199 SCREENING AS A DYNAMIC PROCESS IN THE LABOR MARKET

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-76-20
Project completed fiscal year 1977
Dr. B. Katherine Swartz
December 1976

Report Descriptors: HIRING; JOB PERFORMANCE; COSTS

NTIS PB273887/AS

5-200 SECOND CAREERS FOR RETIRED MILITARY OFFICERS

THE STATE UNIVERSITY RUTGERS
NEW BRUNSWICK, N.J.

William H. Henry, Jr., Doctoral Candidate

Grant 91-34-76-57
Project completed fiscal year 1978

Descriptors: ARMED FORCES; RETIREMENT; DEFENSE WORKERS; JOB PLACEMENT

This study examines the transition of retired military officers to full-time jobs in civilian occupations. It is based on questionnaires completed by 1,259 respondents, approximately a 1-percent sample. A transition index combining retirement income and perceptions of retirement success and satisfaction was used as a dependent variable in conjunction with some 40 independent variables. The resulting relationships are detailed in 159 tables.

The study confirms earlier findings as to the importance of formal educational level to retirement success. Officers who were satisfied and successful in the armed services were found to be satisfied and successful in civilian occupations. Retired officers starting civilian

careers typically require several years to become established. Having a job available before leaving the service is clearly related to retirement success. These and other conclusions should be of value to active duty officers approaching retirement, retired officers, vocational and educational counselors, and civilian career changers.

SECOND CAREERS FOR RETIRED MILITARY OFFICERS: THE TRANSFER OF EDUCATIONAL ATTAINMENTS, SKILLS AND EXPERIENCE TO CIVILIAN OCCUPATIONS
January 1978

Report Descriptors: RETIREMENT; OCCUPATIONAL CHOICE; LABOR MOBILITY; OLDER WORKERS; SECOND CAREERS; ARMED FORCES

NTIS PB283254/AS

5-201* SOCIAL CONSEQUENCES OF WORK RATIONALIZATION FOR THE OCCUPATIONAL ROLE AND JOB SATISFACTION OF LEGAL SECRETARIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Mary M. Garcia-Rivera, Doctoral Candidate

Grant 91-36-78-18
Project still in progress

Descriptors: JOB ATTITUDES; JOB SATISFACTION; AUTOMATION; CLERICAL OCCUPATIONS

The study will provide qualitative and quantitative data on the work attitudes and behavior of legal secretaries and investigate and document the effects of automation and work reorganization on their job satisfaction and the nature of the occupation.

The researcher will gather data for the study from interviews with managers of the personnel agencies used by a single large firm making major technological-organizational changes as a result of the introduction of word processing; content analysis of personnel memorandums, secretarial manuals, and work processing manuals; and a panel study of 60 secretaries in the firm, plus a survey of visual display computer terminal operators responsible for the text-editing and copy system.

Work from this study is expected to contribute to knowledge on the consequences of social change—specifically the social effects of technological innovation and the work reorganization it generates—for both the occupational role and job satisfaction of legal secretaries. Specifically, the research should broaden scholarly concern with the effects of work reorganization beyond its traditional blue-collar focus.

5-202* THE SOCIAL COSTS OF UNEMPLOYMENT: A STUDY OF LAID-OFF NEW YORK CITY MUNICIPAL EMPLOYEES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Martin D. Hanlon, Doctoral Candidate

Grant 91-36-77-27
Project still in progress

Descriptors: UNEMPLOYMENT; UNEMPLOYED; JOB LOSS; LAYOFFS; EMPLOYMENT TERMINATION

The study is attempting to measure the psychological and health "costs" of new york municipal layoffs by means of a sample survey of several hundred laid-off city employees. Three questions will be addressed: (1) How does level of economic deprivation, perceived and objective, affect mental and physical health following job loss? (2) What "mix" of public and private resources do individuals use in dealing with unemployment? (3) Are individuals with strong social support networks less likely to suffer stress-related illnesses than are more isolated individuals?

Random samples of 100 individuals will be selected from each of four occupational groupings within the population of ex-New York City municipal employees—police, nonprofessional hospital workers, teachers, and middle managers. Questionnaires will be administered and appropriate multivariate procedures, including analysis of variance and factor analysis, will be used.

5-203* THE SOCIAL IMPACT OF INDUSTRIALIZATION ON THE SKILLED SECTOR OF THE WORK FORCE: THE ARTISANS OF PHILADELPHIA 1850-1886

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Leonard S. Wallock, Doctoral Candidate

Grant 91-36-77-44
Project still in progress

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; SKILLED WORKERS; SOCIOLOGICAL FACTORS

This project is a historical study investigating the social and psychological impact of skill dilution on the artisans in Philadelphia from 1850 to 1886. The major variables considered are changes in the labor process and technology brought about by industrialization and patterns of employment, income, household composition, education, residence, marriage, and political behavior among artisan families by craft, ethnicity, generation, and age.

The methodological approach involves multivariate analysis of computerized census data and research in historical sources. A sample of firms and artisans will be drawn from the shoemaking, printing, furnituremaking, and iron and steel industries.

This research should contribute to an increased understanding of behavior influenced by sociocultural factors, particularly the effect of technology and declining skills on the working-class head of household, family, and community.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-204* SOCIAL SECURITY, PRIVATE PENSIONS AND LABOR SUPPLY OF POTENTIAL RETIREES

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Anthony Pellechio, Doctoral Candidate

Grant 91-25-77-58
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; RETIREMENT; LABOR FORCE PARTICIPATION; LABOR SUPPLY; PENSIONS

This study examines how social security benefits, the earnings test, and private pension coverage influence labor force participation and labor supply of retirement-age individuals. Retirement is examined as both a decision on whether to work and a decision on how much to work.

5-205* SOCIAL SUPPORT FOR MEDIATING THE EFFECTS OF OCCUPATIONAL STRESS ON THE HEALTH OF INDUSTRIAL WORKERS

DUKE UNIVERSITY
DURHAM, N.C.

James A. Wells, Doctoral Candidate

Grant 91-37-76-53
Project still in progress

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; QUALITY OF EMPLOYMENT; SOCIAL RELATIONSHIPS

The effects of various types and sources of social support on the relationship between job-related psychosocial stress and worker health are explored in this study. Since interpersonal relations are perhaps the most tractable aspect of the work environment, the results of this research will have direct policy implications for the improvement of worker health, a primary determinant of the quality of work. The results will also contribute to building an empirically based theory of social support. The data include: (1) Questionnaire measures of perceived stress, social support, and health collected in a large plant manufacturing rubber tires, plastics, and chemicals; (2) physical examination measures gathered on a subsample of workers by the National Institute of Occupational Safety and Health (NIOSH) and OHSG; and (3) objective job-stress ratings by a panel of judges including members of the union, plant management, and members of the research team familiar with the plant.

5-206 THE SOCIAL WORKER IN MANPOWER PROGRAMS: AN ASSESSMENT OF PROFESSIONAL TASKS, DILEMMAS, AND IMPLICATIONS FOR CURRICULAR DEVELOPMENT IN GRADUATE SCHOOLS OF SOCIAL WORK

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-73-18
Project completed fiscal year 1977
Dr. Frank Kushin
1977

Report Descriptors: SOCIAL SERVICE EMPLOYEES; WORKER DEVELOPMENT; TRAINING INSTITUTES; EDUCATION

NTIS PB273866/AS

5-207 SOURCES OF OCCUPATIONAL PRESTIGE RATINGS

STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-06-76-12
Project completed fiscal year 1977

SOURCES OF OCCUPATIONAL PRESTIGE: A STUDY OF PUBLIC OPINION
Dr. Andrew Kolstad
June 1977

Report Descriptors: OCCUPATIONAL STATUS; ATTITUDES

NTIS PB273705/AS

5-208 THE STRUCTURE OF YOUTH LABOR MARKETS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-75-42
Project completed fiscal year 1977

THE LABOR MARKET FOR YOUNG MEN
Dr. Paul Osterman
October 1976

Report Descriptors: YOUTH; LABOR MARKET; MATURATION; LABOR MARKET BEHAVIOR; UNEMPLOYMENT; NATIONAL LONGITUDINAL SURVEYS

NTIS PB274305/AS

5-209 A STUDY OF GHETTO ECONOMIC CORPORATIONS

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Grant 91-25-71-04
Project completed fiscal year 1977
Dr. June G. Kopps
December 1975

Report Descriptors: INNER CITY RESIDENTS; MINORITY BUSINESS ENTERPRISE; CORPORATIONS; WORKER UTILIZATION; BLACK COMMUNITIES

NTIS PB284519/AS

5-210 A Study of Permanently Injured Workers Under Wisconsin's Workmen's Compensation Law

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Richard Ginnold, Doctoral Candidate

Grant 91-55-76-14
Project completed fiscal year 1978

Descriptors: ADJUSTMENT; HANDICAPPED; EFFECTIVENESS OF PROGRAMS; REHABILITATION

This study explored the economic effect of permanent disabilities on 549 Wisconsin workers injured on the job in 1968. It measured postinjury earnings losses and compared them with workers' compensation received. The researcher obtained data on family and personal incomes for 1966-73 from Wisconsin income tax records and personal data and injury information from workers' compensation records. In addition, telephone interviews with 228 workers with more than 10 percent permanent disabilities supplied information on reemployment, postinjury unemployment, education, claims-handling practices, and social security and welfare payments received.

Some principal findings are: Family incomes and personal earnings of the workers studied rose much more slowly during the study period than did those of the general population. The men's wage and salary losses varied widely, whereas the women experienced a severe drop in earnings and employment after their injury. Permanent disability compensation replaced less than a third of expected lifetime earnings losses. One-quarter to one-third of all respondents interviewed were unhappy with the handling of their claims by workers' compensation staff, their employer, and the insurer. Less than a third had contact with the Division of Vocational Rehabilitation and a still smaller share received its services.

Additional findings are: Permanent earnings losses (measured for 1972-73) varied directly with the severity and location of the injury. Age, length of healing period, and extent of litigation were also positively related to 1972-73 earnings losses, but educational level was negatively related to them. Telephone interview responses indicated that workers with back injuries had much more severe reemployment problems than did those with amputations. Over 90 percent of the severely injured workers interviewed returned to work—70 percent for the same employer—but over one-third left within a year because of their injuries.

A FOLLOW-UP STUDY OF PERMANENT DISABILITY UNDER WISCONSIN WORKERS' COMPENSATION
September 1976

Report Descriptors: HEALTH; REHABILITATION; LABOR LAWS; WORKERS' COMPENSATION LAWS; WAGES

NTIS PB273784/AS

5-211 A Study of the Effects of Task Goal and Schedule Choice on Productivity

YALE UNIVERSITY
NEW HAVEN, CONN.

Glenn Arthur Bassett, Doctoral Candidate

Grant 91-09-77-42
Project completed fiscal year 1978

Descriptors: WORK ATTITUDES; MOTIVATION; WORK SCHEDULES; PRODUCTIVITY

This study examined the effects on productivity and work attitudes of assigning workers to free choice conditions and preferred and nonpreferred work pace conditions. Workers were recruited for 1 day of clerical work and randomly assigned to three different choice conditions and to two dimensions that together determined work pace, high and low goal levels, and regular and compressed work schedules.

Contrary to expectations, arbitrary assignment to a nonpreferred work pace resulted in the highest output and free choice of work pace resulted in the lowest. This finding is explained by the tendency of workers arbitrarily assigned to a high pace to strive to achieve it and the tendency of those assigned to a lower pace to work at their preferred pace. The researcher noticed, too, that workers arbitrarily assigned felt a greater sense of accomplishment than did those given free choice. The latter experienced the lowest level of challenge, and workers preferring the slowest or fastest work paces were more inclined to complain about pay. As hypothesized, high goal level and compressed work schedules resulted in the highest rate of work output; error rate was unrelated to any of the experimental conditions.
March 1978

NTIS PB284346/AS

5-212 Substitution in the Labor Market: A Nonseparable Approach

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-69-24
Project completed fiscal year 1977

LAYOFF BEHAVIOR IN MANUFACTURING BUSINESS
Dr. Marvin H. Kahn
August 1974

Report Descriptors: LABOR MARKET BEHAVIOR; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LAYOFFS; ECONOMIC ANALYSIS AND ECONOMETRICS; INFLATION

NTIS PB276371/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-213 SUPERVISOR-SUBORDINATE ROLE: A DETERMINANT OF EVALUATION RATINGS AND THE ALLOCATION OF ORGANIZATIONAL REWARDS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-75-37
Project completed fiscal year 1977

SUPERVISOR-SUBORDINATE SIMILARITY: A DETERMINATE OF SUBORDINATE RATINGS AND REWARDS
Dr. Veronica F. Nieva
1976

Report Descriptors: ORGANIZATIONAL ENVIRONMENT; ORGANIZATIONAL STRUCTURE; ASSESSMENT AND EVALUATION; DATA SOURCES AND USE; SUPERVISION

NTIS PB273848/AS

5-214* TECHNOECONOMIC AND TECHNOLOGICAL CHANGE IN TWO ARCTIC COMMUNITIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

John Mark Oudine, Doctoral Candidate

Grant 91-36-75-30
Project still in progress

Descriptors: CHRONICALLY UNEMPLOYED; ESKIMOS; LIFESTYLES; PARTICIPANT-OBSERVER METHODOLOGY; SOCIAL INDICATORS; SOCIOLOGICAL FACTORS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; ALASKA

The concerns of this study are with the documentation and analysis through research observation of the impact of technological progress on Eskimo minorities of northern Alaska. Research will provide information relevant to training programs directed toward improving the conditions of chronically underemployed Alaskan Eskimos. Moreover, it will point out areas of technological competence that could meet labor requirements of current and future industrial and developmental projects.

The research centers on the delineation of sociocultural factors present in the Eskimo society which are concomitants of technological progress and, conversely, the sociocultural factors which can be shown to have retarded the introduction of technological elements.

5-215* A THEORETICAL AND EMPIRICAL ANALYSIS OF LABOR FORCE PARTICIPATION, HUMAN CAPITAL INVESTMENT, AND FERTILITY OVER THE LIFE CYCLE: THE CASE OF MARRIED WOMEN

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

V. Joseph Hotz, Doctoral Candidate

Grant 91-42-78-15 (formerly Grant 91-55-77-[illegible])
Project still in progress

Descriptors: MARRIED WOMEN; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; HUMAN CAPITAL; FERTILITY; LABOR FORCE PARTICIPATION

In the first part of this study the investigator is attempting to construct a theoretical model of the labor force participation behavior of women from marriage until death. The basic assumption of the model is that women plan their families and allocate their time in such a way as to maximize their own utility over the entire period. In the second part of the study, data from the mature women's cohort of the National Longitudinal Surveys will be used to test the model's estimation properties.

5-216 THEORETICAL IMPLICATIONS AND EMPIRICAL TESTS OF THE JOB SEARCH THEORY

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Grant 91-51-75-43
Project completed fiscal year 1976
Dr. Robert Feinberg
August 1976

Report Descriptors: JOB SEARCH; UNEMPLOYMENT; LABOR FORCE BEHAVIOR

NTIS PB263115/AS

5-217* TRADE UNIONS, WAGES, OCCUPATIONAL INJURIES AND PUBLIC POLICY: AN EMPIRICAL ANALYSIS

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Craig Olson, Doctoral Candidate

Grant 91-55-77-59
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; WAGES; OCCUPATIONAL SAFETY AND HEALTH

This research will identify the labor market and institutional factors that affect occupational injuries. Of several models used in this study, one will consist of three equations in which union, wages, and occupational injuries are endogenous. It will be used to investigate the determinants of occupational injuries, including the impact of unions on injuries, from a cross section of U.S. industries. A second model will try to improve upon the estimates obtained in the first model of the pay differentials employees receive for hazardous work. A third injury model will incorporate as independent variables the policy measures of the Occupational Safety and Health Act.

5-218* The Training of Foreign House Staff

YALE UNIVERSITY
NEW HAVEN, CONN.

Cheryl Maureen Searle, Doctoral Candidate

Grant 91-09-77-05
Project still in progress

Descriptors: HEALTH OCCUPATIONS; PHYSICIANS; TRAINING PRACTICES; RACIAL DISCRIMINATION

The study is a comparative analysis of the supervision and responsibility given to foreign- and U.S.-trained medical school graduates. Americans and foreign nationals trained in foreign medical schools and Americans trained in U.S. medical schools are being studied to assess the impact of racial and cultural differences on the intensity of supervision and degree of responsibility given to these groups.

Data are being obtained from observations and interviews of hospital resident and supervisory staff.

5-219* Underemployment of Ph.D.'s

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Theodore J. Settle, Doctoral Candidate

Grant 91-26-76-66
Project still in progress

Descriptors: UNDEREMPLOYMENT; UNEMPLOYMENT; DOCTORAL DEGREES

This research explores the component of Ph.D. placement that has received only minimal media exposure and public awareness, underemployment, the situation wherein the job incumbent's skills are greater than the position requires. Is the average individual willing to experience underemployment before experiencing unemployment, that is, would an individual accept a job that actually ranked fourth or fifth in priority among all the jobs for which he or she was being considered rather than accept no position at all? In the examination of this topic, the following four perspectives are analyzed. (1) The different categories of underemployed; (2) the magnitude of the underemployment situation; (3) possible factors contributing to underemployment; and (4) attitudes of those who are underemployed. Collectively, these perspectives represent an analysis of a phenomenon that may exist until the demand for doctoral degree holders again outstrips the supply.

The sample selected for the study consists of Ph.D. graduates of eight departments from six institutions for 2 academic years.

5-220 Unemployment Compensation, the Duration of Unemployment, and Job Search

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-74-11
Project completed fiscal year 1976
Dr. Stephen Moore Hills
1974

Report Descriptors: UNEMPLOYMENT INSURANCE; JOB SEARCH; DURATION OF UNEMPLOYMENT; NATIONAL LONGITUDINAL SURVEYS

NTIS PB276341/AS

5-221* Unionism and Organizational Effectiveness in Institutions of Higher Education

YALE UNIVERSITY
NEW HAVEN, CONN.

Kim S. Cameron, Doctoral Candidate

Grant 91-09-77-29
Project still in progress

Descriptors: COLLECTIVE BARGAINING; UNIONS; UNIVERSITIES AND COLLEGES

This study will evaluate the impact, effectiveness, and future of unionization among employees in a sample of institutions of higher learning. Previous research, which measured the organizational effectiveness in selected universities and colleges, will permit the identification of the variables that interact with unions and collective bargaining. The power, popularity, and effectiveness of unions will also be analyzed. Fifty colleges and universities in the Northeastern United States are to participate in the study through questionnaires that will provide the statistical data base.

5-222* Union Membership and Unemployment Due to Temporary Layoffs

THE UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

James E. Pearce, Doctoral Candidate

Grant 91-06-78-02
Project still in progress

Descriptors: UNION IMPACT; LAYOFFS; UNEMPLOYMENT/INFLATION TRADEOFF

This study will focus on the effect of labor union organization on the incidence and duration of temporary layoffs. It will seek to estimate the effect of union membership on an individual's probability of experiencing a

layoff, on the time path of recall probability, and the expected duration of unemployment after layoff. The principal data source for this study is The University of Michigan's Panel Study of Income Dynamics.

It is expected that the findings will provide a clearer picture of the interaction of some of the determinants of the unemployment rate and will be useful in analyzing geographic variations in unemployment rates.

5-223 Unions and Labor Market Segmentation

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Grant 91-06-75-06
Project completed fiscal year 1976
Dr. Lawrence M. Kahn
June 1975

Report Descriptors: COLLECTIVE BARGAINING; DUAL LABOR MARKETS; JOB STABILITY; LABOR MOVEMENT; STANDARD METROPOLITAN STATISTICAL AREA (SMSA); UNION ATTITUDES; UNION ENTRY; UNIONIZATION; UNIONS

NTIS PB746351/AS

5-224* Uses of Manpower Funds by Counties Under the Comprehensive Employment and Training Act

CORNELL UNIVERSITY
ITHACA, N. Y.

Sharon L. Harlan, Doctoral Candidate

Grant 91-36-77-49
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; ECONOMIC POLICY; ASSESSMENT AND EVALUATION

The study will determine who receives the benefits of Federal manpower efforts, and how those groups are chosen within county government.

Policy determinants in the implementation of CETA in 80 counties of New York and Pennsylvania will be studied to identify the sources of systematic variation in CETA decisionmaking at the county level. The three categories of hypotheses to be tested are: (1) Environmental and socioeconomic policy constraints; (2) political constraints on public policy; and (3) CETA administrative structures. Data from archival and primary sources for a longitudinal analysis of CETA distributional policy outcomes will be used.

5-225 The Vocational Adjustment of Physician Assistants

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 91-24-75-08
Project completed fiscal year 1977

PHYSICIAN ASSISTANTS: AN EMPIRICAL ANALYSIS OF THEIR GENERAL CHARACTERISTICS, JOB PERFORMANCE, AND JOB SATISFACTION
Dr. Henry B. Perry III
September 1976

Report Descriptors: PHYSICIANS; QUESTIONNAIRE; JOB SATISFACTION; JOB PERFORMANCE; HEALTH OCCUPATIONS

NTIS PB263021/AS

5-226 Voluntary Labor Mobility and Absenteeism: An Analysis of Establishment Data and Individual Work Histories

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Steven G. Allen, Doctoral Candidate

Grant 91-25-77-01
Project completed fiscal year 1978

Descriptors: TURNOVER; ABSENTEEISM; JOB SATISFACTION; WORK ENVIRONMENT

The purposes of this project were to construct and estimate an economic model of work attendance and to analyze the effects of absenteeism on productivity and individual earnings. It also reviewed economic literature on absenteeism.

Absence rate regression equations were estimated and a sample of paper industry establishments. The likelihood of worker's absence decreased with the wage rate and was significantly higher if the worker was young, white, or a union member. Absence rates were greater in jobs characterized by inflexible working hours and unsafe working conditions.

The effect of absenteeism on productivity was greatest in industries where the skills were task specific. The influence of work attendance on earnings was tested with individual survey data. In both single and multiple equation models, the results showed a strong inverse relationship between annual earnings and absenteeism.

ABSENTEEISM AND THE LABOR MARKET
May 1978

Report Descriptors: ABSENTEEISM; EARNINGS; PRODUCTIVITY; WORK ENVIRONMENT

NTIS PB284503/AS

5-227 The Wage Change Process in the Construction Industry

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-76-29
Project completed fiscal year 1977

Dr. Jeffrey M. Perloff
August 1976

Report Descriptors: CONSTRUCTION INDUSTRY; EMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; UNIONS; UNEMPLOYMENT; WAGE DIFFERENTIALS

NTIS PB265044/AS

5-228 WAGE DETERMINATION FOR PUBLIC EMPLOYEES: THE CASE OF PUBLIC SCHOOL TEACHERS

YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-72-29
Project completed fiscal year 1976
Dr. Charlotte K. Stiglitz
May 1976

Report Descriptors: TEACHERS; PUBLIC SECTOR; WAGES; UNIONIZATION; RETURNS ON EDUCATIONAL INVESTMENT; PUBLIC EMPLOYMENT PROGRAMS

NTIS PB267098/AS

5-229* WAGE LABOR AND URBAN CHICANO ADAPTATION

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Catherine V. Jucius, Doctoral Candidate

Grant 91-55-74-30
Project still in progress

Descriptors: CHICANOS; SPANISH-SPEAKING AMERICANS; WAGE EARNERS; WAGES; URBAN AREAS; SOCIAL RELATIONSHIPS; NEW MEXICO, SILVER CITY

This research is focusing on urban Chicano employees in Anglo enterprises to provide information on economic strategies involved in urban Chicano adaptation and related social patterns in the Chicano and Anglo communities.

The researcher will take up residence in a Chicano neighborhood in New Mexico and conduct casual interviews with Chicano residents over a period of several months. Other procedures include researching historical and administrative documents and attending Chicano meetings and other functions.

5-230* WAGE-PRICE EXPECTATIONS AND CYCLICAL STRIKE BEHAVIOR

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Bruce E. Kaufman, Doctoral Candidate

Grant 91-55-76-56
Project still in progress

Descriptors: COLLECTIVE BARGAINING; UNEMPLOYMENT/INFLATION TRADEOFF; BUSINESS CYCLE

An investigation of the determinants of cyclical strike activity within the manufacturing and nonmanufacturing sectors of the U.S. economy is the object of this research. Particular attention is being given to the role of inflation as a causal factor in generating fluctuations in strike activity. In the first part of the study, a model is being developed that demonstrates how changes in prices and the associated changes in real wages may cause a systematic cycle of strikes and union wage demands. Given certain plausible assumptions, the model shows that the timing of this wage and strike cycle relative to the overall business cycle will result in a direct conflict between union wage demands and stabilization efforts by the fiscal and monetary authorities.

The study's second part uses both time series and multiple regression techniques to test hypotheses developed from the model. Of particular interest is the role of escalator clauses in reducing the strike activity caused by inflation. Conclusions from the above analysis will hopefully identify several economic or institutional variables amenable to change by public action that might reduce the direct and indirect costs of strike activity.

5-231* WOMEN AND MEN IN NONTRADITIONAL CLERICAL AND CRAFT OCCUPATIONS

YALE UNIVERSITY
NEW HAVEN, CONN.

Carol T. Schreiber, Doctoral Candidate

Grant 91-09-76-44
Project still in progress

Descriptors: MALE/FEMALE; OCCUPATIONAL CHOICE; CAREER GOALS; CLERICAL OCCUPATIONS; CRAFT WORKERS

This research effort focuses on men and women who have chosen to enter nontraditional clerical and craft occupations below the managerial level. Their demographic and individual differences are analyzed to develop information on who enters these nontraditional fields and on what job-related pressures and problems may arise from their situation. In addition, the occupational and organizational aspirations of nontraditional job incumbents are described in relation to their social background and current life cycle stage. Work-family-career interests and concerns and conflicts of male and female workers are also compared. The study seeks to add a measure of clarity to current thinking about sex-role stereotyping and its influence on attitudes and behavior for individuals, groups, and organizations.

Interviews are being conducted with a sample of employees of a large public utility that has recently introduced changes in traditionally sex-typed departments. Additional data is being derived from company personnel records and interviews with supervisors. Correlational analysis is used to determine relationships of the findings.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-232* WOMEN STOCKBROKERS: PERFORMANCE AND INTEGRATION IN THE NEW YORK FINANCIAL COMMUNITY

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Carol A. Finkelstein, Doctoral Candidate

Grant 91-36-78-03
Project still in progress

Descriptors: MALE/FEMALE; CAREER GOALS; OCCUPATIONAL INFORMATION; NEW YORK, NEW YORK

The study will examine similarities and differences between female stockbrokers and their male counterparts with respect to career paths, job performance, and work satisfaction, ways in which they define their occupation, networks in which they participate, and their personal and family adjustments.

The analysis will utilize the intensive focused interview on a sample of female stockbrokers using a "snowball" technique because of the impossibility of obtaining a statistically random sample. A matched sample of male stockbrokers will be used as a comparison group.

Findings are expected to be useful to women currently entering this particular job market, in the management of brokerage houses, particularly in the design of their training policies, and to elicit answers to the more generic problem that involves outgroups gaining access to positions traditionally closed to them.

5-233* WORK AND THE ORGANIZATION OF LIFESTYLE: IMPLICATIONS FOR JOB RETENTION

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Joseph F. Greer, Jr., Doctoral Candidate

Grant 91-29-71-50
Project still in progress

Descriptors: SOCIAL REINFORCEMENT; LIFESTYLES; JOB RETENTION; UNEMPLOYED; WORK ATTITUDES; ATTITUDES; MEN

This study is attempting to relate the job tenure of a marginal worker to the employment characteristics of his closest friends, his wife's description of him, and his self-concept. The sample consists of 150 married men, living with their wives, who after 2 weeks or more of unemployment apply for work through the New York State employment service office in Olean.

As soon as a subject is placed in a job, he and his wife are asked to write 20 statements which characterize the worker and to list the names and employment characteristics of his 10 closest friends. Each worker is contacted again 7 and 40 weeks after placement and the same information elicited. The researcher postulates that the greater the proportion of employed friends and of work-oriented statements he and his wife make about him, the longer his job retention; and the longer his unemployment, the lower the proportion of work-oriented statements and the more unemployed friends he will name.

5-234* WORK COMMITMENT AMONG YOUNG WOMEN: ITS RELATION TO LABOR FORCE PARTICIPATION, MARRIAGE, AND CHILDBEARING

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Glenna D. Spitze, Doctoral Candidate

Grant 91-17-78-05
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; WOMEN; NATIONAL LONGITUDINAL SURVEYS; FAMILIES

The importance of work commitment as a determinant of female labor force participation and family formation is the principal focus of this study. An attempt will be made to determine to what extent work commitment is a predictor of female labor force participation and for what groups of women it is most relevant. Data for analysis will be drawn from the National Longitudinal Study of the educational and labor market experiences of young women and the NORC National Longitudinal Study of 1961 College Graduates. Results of the study should be of value in employment and training planning and forecasting.

5-235 WORK IN THE IRREGULAR ECONOMY: A STUDY OF SWAPPING

UNIVERSITY OF CALIFORNIA
RIVERSIDE, CALIF.

Grant 91-05-75-12
Project completed fiscal year 1977
Dr. Gary Dean Stohler
1976

Report Descriptors: HUMAN CAPITAL; EMPLOYMENT; WORK SAMPLING; QUESTIONNAIRE

NTIS PB264782/AS

5-236 WORK, WELFARE, AND THE INCREASE IN WOMEN LIVING INDEPENDENTLY OF MEN

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Grant 91-06-76-01
Project completed fiscal year 1977

SOCIAL AND ECONOMIC DETERMINANTS OF MARITAL SEPARATION
Dr. Andrew James Cherlin
1976

Report Descriptors: FAMILIES; NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE BEHAVIOR; MOTHERS; WOMEN; MOTIVATION

NTIS PB274296/AS

5C. SMALL-GRANT RESEARCH PROJECTS

Under this program, established scholars receive funds to conduct four types of projects:

1. Research that explores new fields of inquiry.
2. Research that examines new approaches to existing fields of inquiry.
3. Studies to test the effectiveness or feasibility of research projects or programs.
4. Syntheses of the current "state-of-the-art" in different research areas to provide guides for future programs.

Exploratory or feasibility research may be initiated with small-grant support as ground-work for major studies. Under special circumstances, awards may be made to help support research projects underwritten by other agencies that require additional funds for completion. In contrast to the dissertation grant program, the degree of innovation and the practical program and policy orientation of the proposal are critical in the award of small research project grants.

This section summarizes small-grant research projects which were active or completed in fiscal years 1976 through 1978. (See app. A for application guidelines.)

5-237 ADJUSTING TO EMPLOYMENT TERMINATION

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Sidney Cobb and Dr. Robert P. Quinn, Survey Research Center

Grant 91-26-72-23
Project completed fiscal year 1978

Descriptors: EMPLOYMENT TERMINATION; ADJUSTMENT; LONGITUDINAL SURVEYS; HEALTH; JOB LOSS; MEN; MICHIGAN

This project is a longitudinal study of the mental and physical health of men whose jobs were terminated by plant closings. The researchers followed 100 men and 74 controls from before plant closing until 24 months afterwards. Data were collected by specially trained public health nurses, who visited the men in their homes.

In the mental health sphere, changes were noted in the men's sense of deprivation, affective states, and self-identity. The extent of deprivation was influenced by the amount of unemployment and the number of job changes during the year and by social support. Affective states were less striking and consistent in any overall way in their response to termination stress. However, the men with more unemployment had strikingly more anxiety tension and some other variables were sensitive to the number of job changes and extent of social support.

Complaints about physical health were most prevalent during the period of anticipated plant closing. Physiological changes suggested an increased likelihood of coronary disease, diabetes, peptic ulcer, and gout. There was an increase in arthritis and hypertension, and three men suffered attacks of patchy baldness.

The men were reasonably successful in finding reemployment. Health-related factors were the dominant considerations, while age and education played a role only in complex ways, if at all. The authors recommend several ways of making the transition to new jobs more humane and effective.

TERMINATION: THE CONSEQUENCES OF JOB LOSS
Dr. Sidney Cobb and Dr. Stanislav V. Kasl
June 1978

Report Descriptors: EMPLOYMENT TERMINATION; LAYOFFS; ADJUSTMENT; LONGITUDINAL SURVEYS; HEALTH; MENTAL HEALTH

NTIS PB282991/AS

5-238 AN ANALYSIS OF THE DETERMINANTS OF OCCUPATIONAL UPGRADING

WASHINGTON STATE UNIVERSITY
PULLMAN, WASH.

Grant 91-53-74-23
Project completed fiscal year 1976
Dr. Duane E. Leigh
September 1975

Report Descriptors: UPGRADING; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; MEN; OCCUPATIONAL STATUS; MIGRATION; AGE DIFFERENCES; LABOR MARKET INFORMATION

NTIS PB267115/AS

5-239 AN ANALYSIS OF THE INTERRELATION BETWEEN UNIONS, RACE, AND WAGE AND NONWAGE COMPENSATION

WASHINGTON STATE UNIVERSITY
PULLMAN, WASH.

Dr. Duane E. Leigh, Department of Economics

Grant 91-53-77-06
Project completed fiscal year 1978

Descriptors: UNIONS; RACE; BLACK/WHITE; EARNINGS; TURNOVER; FRINGE BENEFITS; NATIONAL LONGITUDINAL SURVEYS

This study examined the extent to which union membership affects several aspects of the labor force participation of black and white workers. Variables considered included total wages and growth in wages over time, plus pension benefits, job turnover and unemployment, and other nonwage conditions among black and white workers. The study was based on multiple regres-

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

sion analyses of data from the National Longitudinal Surveys.

The study findings show that, for white workers, results obtained from a two-equation model in which wages and union status are endogenously determined indicate that the usual single-equation estimates of union-nonunion wage differentials overstate the "true" relative wage impact of unions. This conclusion does not hold, however, for black workers. The rather large relative wage estimates obtained for blacks confirm previous results showing larger union-nonunion wage differentials for blacks than whites. Among nonwage variables, unions are found to decrease the quit propensities of workers in both racial groups. Similarly, a comparison of the occupational mobility of workers who remain with the same employer indicates that unionized whites do not enjoy systematically greater promotional opportunities than do unionized blacks within internal labor markets.
April 1978

NTIS PB283016/AS

5-240* AN ANALYSIS OF THE PERSONAL DISTRIBUTION OF UNEMPLOYMENT BY FREQUENCY OF SPELLS OF UNEMPLOYMENT AND AVERAGE DURATIONS OF SPELLS OF UNEMPLOYMENT

UNIVERSITY OF CALIFORNIA INSTITUTE OF BUSINESS AND ECONOMIC RESEARCH
BERKELEY, CALIF.

Dr. George Akerlof

Grant 91-06-78-27
Project still in progress

Descriptors: UNEMPLOYMENT; LABOR MARKET BEHAVIOR; BUSINESS CYCLE; LABOR MARKET

This study will examine the incidence of unemployment among a wide range of population groups and workers with a variety of personal characteristics. It will concentrate on people and their unemployment experience—rather than on the impersonal categories employment, unemployment, and not in the labor force. The researcher will also indicate how unemployment is divided into spells and the expected duration of these spells at any point in the business cycle.

Analyses will be based on data from the National Longitudinal Survey of a cohort of men aged 45 to 59 years in 1966.

5-241 ATTITUDES OF EMPLOYERS IN THE CHICAGO METROPOLITAN AREA TOWARD THE EMPLOYMENT OF EX-OFFENDERS

CHICAGO STATE UNIVERSITY
CHICAGO, ILL.

Grant 91-17-75-01
Project completed fiscal year 1977

THE ATTITUDES AND PRACTICES OF CHICAGO AREA EMPLOYERS REGARDING THE HIRING OF EX-OFFENDERS: A SURVEY
Dr. Edward D. Tromanhauser
January 1976

Report Descriptors: HIRING PRACTICES; ATTITUDES; CORRECTIONS; EX-OFFENDERS; REHABILITATION

NTIS PB274245/AS

5-242* COMMUNITY STRUCTURE AND THE EXPERIENCES OF SHIFT WORKERS

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Randall B. Dunham, Department of Business and Industrial Relations

Grant 91-55-76-70
Project still in progress

Descriptors: SOCIAL RELATIONSHIPS; HEALTH; SOCIAL STRUCTURE

It has been documented that persons who work on shift (nonday) schedules often experience difficulties (for example, of physical health, mental health, social interaction, job satisfaction, or job-related behaviors) more frequently than persons who work day schedules. Since the number of shift workers in the American work force is increasing, these problems are of great importance. The objectives of this research effort are to provide an empirical and theoretical framework for understanding the problems encountered by shift workers as a function of community characteristics, individual background differences, and job characteristics. An attempt is made to determine the boundary conditions under which these problems occur so that their infrequency and severity can be reduced in the future.

5-243* A COMPARISON BETWEEN WORKERS IN SEX-TYPICAL AND ATYPICAL JOBS

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Robert P. Quinn, Survey Research Center

Grant 91-26-76-51
Project still in progress

Descriptors: ALIENATION; JOB ANALYSIS; ROLE CONFLICT

The purpose of this research is to increase the general understanding of sex-atypical workers, that is, individuals who work in occupations in which the opposite sex predominates. It will examine the characteristics of typical and atypical jobs for each sex, the personal characteristics of both men and women in typical and atypical jobs, and the differences in reactions to typical and atypical jobs by the use of measures of physical health, mental health, and job satisfaction. The analysis of work reac-

tions will then be repeated, while control for job and work characteristics is maintained, to determine the effects of working in an occupation dominated numerically by the opposite sex.

Two national surveys—the 1969-70 Survey of Working Conditions and the 1972-73 Quality of Employment Survey—will provide data for statistical analysis.

5-244 A Comparison of Wholistic and Decomposed Judgment Strategies in Job Analyses by Job Incumbents

OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

Dr. Edwin Cornelius, III, Department of Psychology

Grant 91-39-76-61
Project completed fiscal year 1978

Descriptors: JOB ANALYSIS; WORK ATTITUDES

This study investigated the ability of job incumbents to evaluate abstract characteristics of their jobs and to compare "wholistic" (overall) and "decomposed" (divided into separate elements) judgments in evaluating underlying job dimensions. One hundred fifteen job incumbents evaluated their jobs, using 13 job analysis scales on 2 occasions.

The results indicated that the reliability and validity of pooled incumbent ratings were fairly good, although incumbents tended to inflate the evaluations of their jobs when using certain job analysis scales. Their educational levels were directly related to success in the rating task, whereas length of their job experience was found to be unrelated.

The results also indicated that a decomposed judgment strategy using a mechanical algorithm resulted in improved data as measured by interrater agreement. Simple overall clinical or wholistic judgments proved as effective as the fully decomposed judgments when assessing intrarater reliability across time and when comparing incumbent ratings to those of job analysts and supervisors. In all instances, a judgment strategy that involved decomposed estimates followed by wholistic evaluations proved to be the least effective approach.

April 1978

NTIS PB284469/AS

5-245 A Cross-Sectional Analysis of Nonfarm Work of Farm-Family Members

IOWA STATE UNIVERSITY
AMES, IOWA

Grant 91-19-75-18 (formerly Grant 91-40-74-33)
Project completed fiscal year 1977
Dr. Wallace E. Huffman
January 1976

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR SUPPLY; FARMWORKERS; NONFARM; WAGES

NTIS PB274156/AS

5-246* The Determinants and Consequences of Young Women's Attitudes Toward Work

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Dr. Linda J. Waite

Grant 91-17-78-11
Project still in progress

Descriptors: WORK ATTITUDES; YOUNG WOMEN; ATTITUDES; WOMEN; MOTIVATION

This research will examine labor force participation of women, especially the causes and consequences of their preferences for and attitudes toward work. It will explore views on whether wives and mothers should work, under what circumstances, and what effect sex-role attitudes have on their families. Important questions to be addressed are: Do attitudes toward work lead to female labor force participation or do work attitudes merely reflect labor market behavior? Under what circumstances or for which women do work-related attitudes affect a decision to seek work, and when do these attitudes have little effect?

The research will be divided into segments corresponding to important stages of family life cycles. The analysis will use the National Longitudinal Survey of the education and labor market experiences of young women between the ages of 14 and 24. The study should explain why some women work and others do not.

5-247* Determinants of Labor Supply to Unstable Employments

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Robert M. Hutchens

Grant 91-36-78-37
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; STRUCTURAL UNEMPLOYMENT; LAYOFFS; LOW-WAGE JOBS; ELASTICITY OF LABOR SUPPLY

The major questions to be addressed in this project relate to why some individuals work in jobs with high probability of layoff and others in jobs with low layoff probabilities; to what extent workers, in effect, choose unstable employment; and to what extent people are in unstable jobs because of characteristics beyond their control.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The researcher will base his analysis on economic models to be developed and tested with data on permanent and temporary layoffs and hours of work for prime age men and women with children. These data will be obtained from the National Longitudinal Survey and the Panel Study of Income Dynamics. The NLS data on women aged 30 to 44 and men aged 45 to 59 for the 1966-71 period will be supplemented by information from the Panel Study on men and women of all ages for 1967-74.

The study findings are expected to provide fresh theoretical and empirical insights into the forces underlying demographic differences in unemployment and lead to new perspectives on policies aimed at encouraging employment stability.

5-248* THE DEVELOPMENT OF A UNION IN THE HOSPITALS: THE INTERACTION OF DISTRICT 1199 WITH VOLUNTARY HOSPITAL WORKERS, 1948-1973

RESEARCH DEPARTMENT DISTRICT 1199-NATIONAL UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES
NEW YORK,, N.Y.

Dr. Leon R. Fink and Dr. Brian Greenberg

Grant 91-36-77-21
Project still in progress

Descriptors: UNIONIZATION; HOSPITALS; HEALTH OCCUPATIONS; UNION IMPACT

This study is evaluating the difficulties and impact of organizing the employees in the voluntary hospitals of New York City over a 25-year period, 1948 to 1973. The study will consider the union's progress from the early organizing attempts to the creation of a national hospital workers union, with respect to both the workers' own efforts and the changing nature of the workplace. The objectives of the research are to examine: (1) Why and how workers organized; (2) the impact of unionization on the hospital work force and its manpower policy; and (3) the interrelation of unionism and public economic policy.

Sources will include transcripts of indepth interviews with participants in the unionization process (workers, union staff, hospital supervisors and administrators, and relevant public figures); material from the union's archives, public records, including newspapers and government documents; and hospital records.

The study is expected to provide additional insight into the political and institutional developments of the health services system.

5-249 DEVELOPMENT OF WORK INVOLVEMENT THROUGH TASK SUCCESS

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-26-76-18
Project completed fiscal year 1977

Dr. Douglas T. Hall
September 1976

Report Descriptors: WORK ATTITUDES; ATTITUDES; ORGANIZATIONAL STRUCTURE; JOB STRUCTURE

NTIS PB283161/AS

5-250 A DISAGGREGATE STUDY OF THE EFFECT OF UNEMPLOYMENT RATES ON LABOR SUPPLY

THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

Grant 91-39-74-02
Project completed fiscal year 1976

A DISAGGREGATE ANALYSIS OF THE EFFECT OF UNEMPLOYMENT ON LABOR FORCE PARTICIPATION
Dr. Belton M. Fleisher
April 1976

Report Descriptors: UNEMPLOYMENT; LABOR FORCE PARTICIPATION; LABOR SUPPLY; NATIONAL LONGITUDINAL SURVEYS

NTIS PB240897/AS

5-251* DUAL WORKER MARRIED COUPLES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Graham L. Staines, Research Investigator, Survey Research Center

Grant 91-26-75-28
Project still in progress

Descriptors: CAREER CHOICE; LIFESTYLES; MALE/FEMALE; PROFESSIONALS; WORKER TRAITS

This project will investigate the family relationships of dual worker married couples and the effect of each worker's job on his or her spouse. The following issues are to be explored: (1) Whether the husband's job has more impact on his wife's well-being than her job has on his; (2) how the husband's work experiences compare with the wife's; and (3) how dual career couples compare with couples in which (a) only the husband has a career job and (b) both members work but are not involved in career jobs.

Analyses will be drawn from 250 couples who were interviewed for the 1969-70 Survey of Working Conditions. The effect of the husband's job on his wife's job, as well as her job's effect on his, will be assessed by statistical procedures that also take into account the effect of the wife's job on her own well-being. These analyses should indicate whose job has more impact.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page v for further information about ordering reports.

5-252 Early Career Contingencies in the Process of Status Attainment

DUKE UNIVERSITY
DURHAM, N.C.

Grant 91-37-76-25
Project completed fiscal year 1977
Dr. Alan C. Kerckhoff and Dr. Alan A. Parrow
April 1977

Report Descriptors: EDUCATIONAL ATTAINMENT; CAREER PATTERNS; NATIONAL LONGITUDINAL SURVEYS

NTIS PB274268/AS

5-253 Earnings, Occupational Choice, and the Early Years of Family Formation, White and Black Women: A Study from the NLS

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Dr. Paul R. Gregory, Department of Economics

Grant 91-48-76-47
Project completed fiscal year 1978

Descriptors: EARNINGS; FAMILIES; WOMEN; OCCUPATIONAL CHOICE; NATIONAL LONGITUDINAL SURVEYS

This study investigated the impact of marriage and fertility behavior (family size and child spacing) of young women (aged 14 to 24) on their choice of occupation, educational training, and labor force participation. It sought to provide a link between population and manpower policy as applied to young women starting family formation and career development.

Behavior models of occupational choice, relating the respondent's choice of her first occupation to a series of explanatory factors (for example, education, IQ, socioeconomic background of family, and aspirations) were developed using data from the National Longitudinal Survey samples.

The study found that the presence of young children in the home had more influence on the labor supply of young married women than did standard economic variables. The effect of children and economic variables such as wages and husband's income was greater for young than for mature women. Overall, the presence of a child under 3 reduced market wages and resulted in a lifetime earnings loss equal to roughly 2 years' earnings, but the effect on wages varied considerably by race. The occupational and educational choices of young women were strongly interrelated and were influenced by home environment and family assets. They were also significantly different for married and single women and for whites and blacks.

Dr. Paul R. Gregory—with William J. Moore, R. Mark Wilson and Carol Rankin
November 1977

NTIS PB247148/AS

5-254 The Effects of Adjustment Assistance on Trade-Displaced Workers: A Case Study

MONTANA STATE UNIVERSITY
BOZEMAN, MONT.

Grant 91-30-74-26
Project completed fiscal year 1976
Dr. Malcolm D. Bale and Dr. Diane P. Miller
January 1976

Report Descriptors: PLANT SHUTDOWN; TRADE ADJUSTMENT ASSISTANCE; TRADE EXPANSION ACT; DURATION OF UNEMPLOYMENT; FRICTIONAL UNEMPLOYMENT

NTIS PB273764/AS

5-255* Effects of Child Health Status on Maternal Labor Supply

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Dr. David S. Salkever

Grant 91-24-77-35
Project still in progress

Descriptors: MOTHERS; CHILDREN; HEALTH; LABOR SUPPLY; LABOR FORCE PARTICIPATION

The effects of child health status on maternal labor supply will be explored by: (1) Estimating the effect of child health status on maternal labor force participation rates; (2) estimating the effect of child health status on maternal hours of work; and (3) assessing the significance of recent trends in the prevalence of health problems among children to aggregate female labor force participation rates and labor supply.

Effects of child health status on maternal labor force participation and hours of work will be estimated from household survey data by multiple regression techniques. Nonlinear estimation techniques will be employed. Data will be obtained from the 1972 Health Interview Survey of the National Center for Health Statistics and the 1970 national survey of health services and expenditures by the National Opinion Research Center. Variations in results by maternal and family characteristics (e.g., race, income, education) will be examined by means of subsample regressions and/or inclusion of interaction variables. Recently published data on increases in the prevalence of child health problems and on trends in female labor force participation will be examined to assess the aggregate labor supply implications of the regression result.

5-256* Effects of Different Approaches to Organizational Change on the Persistance of New Behavior

GEORGIA INSTITUTE OF TECHNOLOGY
ATLANTA, GA.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. Edward J. Conlon

Grant 91-13-78-44
Project still in progress

Descriptors: ORGANIZATIONAL ENVIRONMENT; PRODUCTIVITY; QUALITY OF EMPLOYMENT

This research will examine some of the effects of intervention style and feedback patterns on the persistence of newly developed work behaviors. Experimental conditions include unilateral vs. participative intervention styles, groups vs. individual feedback, positive vs. negative feedback, and social influence.

The researcher will assign five 3-person groups to 22 experimental conditions, using the Chicago ballpark vending game as a simulation of an organizational task. It is anticipated that the results will be helpful in designing organizational changes, as well as in extending the theory of planned behavioral change in organizations.

5-257* The Effects of Employment Location and Scheduling of Work Shifts on Women's Economic Opportunities

THE UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Janice Fanning Madden

Grant 91-42-78-31
Project still in progress

Descriptors: COMMUTING; WORK SCHEDULES; WOMEN; LABOR FORCE PARTICIPATION

The purpose of this study is to analyze and measure: (1) The effect of commuting distances and work hours on the wages and job classifications of women with different racial, household, and personal characteristics; (2) the effect of firm location and the scheduling of work hours on the racial and sexual characteristics of the firm's work force; and (3) the effect of differences in the work schedules of husbands and wives on the assignment of household tasks within the family.

The household decisionmaking model of labor supply will include choice of work hours, job location, and residential location and will be used to estimate the influence of location and time on the labor supply of women workers. Using data from both the University of Michigan's Panel Survey of Income Dynamics and the Study of Americans' Use of Time, the researcher will estimate the locations and times at which women in various types of households and occupations are available for work. These empirical results will be used to analyze the wage elasticities of labor supply and the effects of various possible changes in work schedules and home and job locations on labor supply and on the household division of labor.

5-258 Employment and Income Consequence of Alternative Development Strategies

IOWA STATE UNIVERSITY
AMES, IOWA

Grant 91-19-75-26 (formerly Grant 91-09-74-31)
Project completed fiscal year 1977

INCOME DISTRIBUTION AND EMPLOYMENT IN PUERTO RICO, 1948-1976
Dr. Richard Weisskoff
October 1976

Report Descriptors: PUERTO RICANS; INCOME; EMPLOYMENT; ECONOMIC DEVELOPMENT; ECONOMIC FORECASTING; UNEMPLOYMENT; LABOR DEMAND; PUERTO RICO

NTIS PB274310/AS

5-259* Employment and Income Projections for Puerto Rico in the 1980's

IOWA STATE UNIVERSITY
AMES, IOWA

Dr. Richard Weisskoff

Grant 91-19-77-31
Project still in progress

Descriptors: PUERTO RICANS; LABOR SUPPLY PROJECTIONS; ECONOMIC FORECASTING

The goals of this research are: (1) To make employment projections through the 1980's under alternative growth paths; (2) to compare these employment alternatives with different population projections made under realistic assumptions about return migration; and (3) to sample urban and rural families to test the stability of expenditure coefficients derived from a 1963 budget survey.

Previous work resulted in a multisector input-output simulation model. This study will utilize several economic indexes and indicators from the input-output model. These indicators include occupation-by-industry classification, family income distribution, and wholesale and retail price indexes.

This research should provide direction to those planning policies to combat unemployment in Puerto Rico. Proposed changes in employment and income policies to stimulate economic growth are also anticipated.

5-260 Employment, Income, Marriage, and Divorce in Two Cohorts of Women

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Dr. Andrew James Cherlin

Grant 91-24-77-24
Project completed fiscal year 1978

Descriptors: EMPLOYMENT; INCOME; NATIONAL LONGITUDINAL SURVEYS; WOMEN

This study analyzed data from the National Longitudinal Surveys of young women and mature women on the following topics: (1) The postponement of marriage among women in their twenties; (2) the determinants of divorce and separation among young and mature women; (3) cohabitation and subsequent marriage; and (4) the reliability and validity of retrospective measures of family structure. The report contains a number of findings on the women's employment, earnings, work attitudes, educational attainment, and social, demographic, and economic characteristics. It shows that, from 1969 to 1975, the proportion of young women wanting to be housewives at age 35—as opposed to wanting to work outside the home—fell sharply, lowering the probability of marriage for these women. Employment and income are more important determinants of divorce and separation for women in their thirties and forties than for those in their twenties. Single, cohabitating women marry at about the same rate as do other single women.
June 1978

5-261 THE EMPLOYMENT OF DUAL-CAREER COUPLES

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Dr. Michael Berger

Grant 91-13-77-19
Project completed fiscal year 1978

Descriptors: EMPLOYER ATTITUDES; CAREER PATTERNS; DISCRIMINATION; RECRUITMENT; FAMILIES; WOMEN

This study examined the practices and experiences of business executives regarding the employment of dual career couples (defined as ones in which both wife and husband hold responsible jobs that have a developmental sequence and require a high degree of commitment). The study was based on mail questionnaires to management executives in the Atlanta area. Of 400 questionnaires mailed out, 83 usable ones were returned.

The researchers reported the following findings: (1) Executives, in general, rate men as more desirable employees than women; (2) persons in traditional, single-employment marriages are given greater preference than persons in dual career marriages; and (3) certain personal characteristics of executives, such as the number of dual career couples they know, and whether their spouses work, plus the size of their company, tend to predict their responses. The researchers concluded that many executives are biased against women and members of dual career marriages.
Dr. Michael Berger and Larry Wright
March 1978

NTIS PB282970/AS

5-262* ESTIMATION OF COMPLETE EQUILIBRIUM SYSTEMS EXPLAINING AGGREGATE UNEMPLOYMENT, EMPLOYMENT AND THE REAL WAGE

DUKE UNIVERSITY
DURHAM, N.C.

Dr. George E. Tauchen

Grant 91-37-78-45
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR MARKET BEHAVIOR; JOB SEARCH; FRICTIONAL UNEMPLOYMENT; UNEMPLOYMENT/INFLATION TRADEOFF; DURATION OF UNEMPLOYMENT

Job search models attempt to explain how people go about looking for—and accepting or rejecting—job offers. One such model goes so far as to suggest that all unemployment is due to search behavior, implying that all unemployment is, in a sense, voluntary. This model is the microeconomic base for the natural rate of unemployment hypothesis.

This research project will test this job search model. The investigator will use quarterly data on an autoregressive moving average (ARMA) econometric model of the level of unemployment, employment, and the real wage in the United States. The model assumes that all unemployment is frictional. He will then compare the job-acceptance probabilities generated by the model with published data on the length of unemployment spells, thus testing the model.

The main policy implication is the testing of the natural rate hypothesis and thus the longrun effectiveness of monetary fiscal policies in fighting unemployment. Other implications include estimations of the time lags for workers to react to labor market information and of possible differences among various demographic groups such as teenagers and adults in search behavior.

5-263* FACTORS INFLUENCING ROLE-INNOVATIVE CAREER STRIVING IN BLACK AND WHITE WOMEN

HOWARD UNIVERSITY
WASHINGTON, D.C.

Dr. Martha T. Mednick, Department of Psychology

Grant 91-11-76-48
Project still in progress

Descriptors: OCCUPATIONAL CHOICE; CAREER ASPIRATIONS; CAREER CHOICE; WOMEN

The object of this study is the comparison of the effects of a set of cognitive and motivational factors on career strivings in black and white college women. A sample of college junior and senior women is being selected on the basis of their aspirations to traditional, moderately innovative, or innovative careers. They will be given a questionnaire containing measures of sex role, self-con-

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

cept, approach and avoidance achievement motives, levels of expectancy for success, and casual contributions about success and failure.

5-264* The Impact of Institutional Rules and Nonunion Competition on the Union Construction Labor Market

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Jeffrey M. Perloff

Grant 91-42-77-33
Project still in progress

Descriptors: UNIONS; INSTITUTIONAL CHANGE; NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR

The object of this research is to improve understanding of how institutional rules affect the composition of union and nonunion labor markets and how the composition, in turn, determines the union-nonunion wage differential. The impact of contract clauses and licensing laws on local markets will be analyzed for their effect in restricting nonunion competition. The restrictive laws and clauses can result in either nonunion competition or large wage differentials.

Maximum likelihood statistical techniques will be used to estimate the impact of institutional rules and licensing laws on competition in construction labor markets and on wage differentials. Data sources include the Current Population Survey, National Longitudinal Survey, and the Income Dynamics Panel Study. Increased understanding of the nonunion competitive role in local labor markets should improve predictions of future wage changes. Analysis of the characteristics of workers switching industries in response to declining activity in the construction industry should contribute to a better understanding of similar changes in other sectors.

5-265 Impact of Language Shift on Occupational Achievement

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-76-30
Project completed fiscal year 1977

LANGUAGE MAINTENANCE, LANGUAGE SHIFT, AND OCCUPATIONAL ACHIEVEMENT IN THE UNITED STATES
Dr. John Angle
June 1977

Report Descriptors: ASSIMILATION; CAREER PATTERNS; OCCUPATIONAL STATUS

NTIS PB[illegible]74282/AS

5-266* The Impact of Minimum Wages on School Enrollment and Labor Force Status of Youths

IOWA STATE UNIVERSITY
AMES, IOWA

Dr. James Peter Mattila

Grant 91-19-78-32
Project still in progress

Descriptors: MINIMUM WAGE LAWS; PART-TIME EMPLOYMENT; YOUTH; HUMAN CAPITAL

A growing body of literature has provided evidence that minimum wage laws have displaced young people from jobs and increased youth unemployment. The principal objectives of this research are to determine whether minimum wages have induced youth to remain in school, engage in part-time and part-year work, or search for minimum wage jobs while enrolled in school.

The researcher will conduct a time-series analysis of enrollment/labor force data by age, sex, and race. The primary data to be analyzed are: (1) The school enrollment survey for October of 1947 to date; (2) the quarterly "major activity: schooling" series for 1963 to date; and (3) the annual work-experience survey on weeks and hours worked for 1950 to date, all from the Current Population Survey.

The findings are expected to provide deeper insight into the impact of minimum wages on youth. If minimum wages are forcing young people out of full-time employment into school, they may also be shifting the distribution of employment away from full-time, year-round jobs towards part-time, part-year jobs.

5-267 The Impact of Recent Legislative and Administrative Changes on Workers' Compensation in Texas

NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

Grant 91-48-72-10
Project completed fiscal year 1977

A STUDY OF ADMINISTRATIVE IMPROVEMENT OF WORKMEN'S COMPENSATION IN TEXAS
Dr. Sam B. Barton
1972

Report Descriptors: WORKERS' COMPENSATION LAWS; SERVICE DELIVERY SYSTEMS; ASSESSMENT AND EVALUATION; GOVERNMENT POLICIES

5-268 Interaction Effects of Personality, Job Training, and Labor Market Conditions on Personal Employment and Income

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-12
Project completed fiscal year 1977
Dr. Kent H. Marquis and Dr. Robert L. Hubbard
May 1976

Report Descriptors: INCOME; WORK ATTITUDES; MOTIVATION; ASPIRATIONS; TRAINING EFFECTIVENESS AND IMPACT; LABOR MARKET BEHAVIOR

NTIS PB276291/AS

5-269 INTERCITY VARIATION IN LABOR FORCE PARTICIPATION RATES OF MARRIED WOMEN, 1970—AN EXAMINATION OF VARIOUS MODELS

ST. OLAF COLLEGE
NORTHFIELD, MINN.

Grant 91-27-74-35
Project completed fiscal year 1976
Dr. Frank W. Gery
June 1975

Report Descriptors: EARNINGS; WAGES; SEX DIFFERENCES; INCOME DIFFERENTIALS; COSTS; LABOR FORCE PARTICIPATIO N; LABOR SUPPLY; CONSUMPTION; WOMEN; FAMILIES

NTIS PB243406/AS

5-270* AN INVESTIGATION OF COLLECTIVE BARGAINING IN SECONDARY LABOR MARKETS IN THE SOUTH

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY
GREENSBORO, N.C.

Dr. Maurice B. Better, Department of Economics

Grant 91-37-76-35
Project still in progress

Descriptors: COLLECTIVE BARGAINING; DUAL LABOR MARKETS; SOUTHERN STATES

This project continues a study of union recruiting and collective bargaining activities among low-wage, secondary labor force workers in six southeastern States. The study is examining and evaluating the success of union recruiting efforts, the positive and negative factors influencing union growth, and the extent to which unions and collective bargaining can be used to achieve structural transformation of employment conditions in the secondary sector.

Case studies constitute the principal research method. Information about individual unions is being collected through interviews with union officials and staff and by examination of union files, agreements, and other pertinent materials. Documents available from the Southeastern Labor Archives are also being examined. The information collected will be analyzed in terms of a number of factors believed important to an explanation of union recruiting and collective bargaining behavior.

5-271* JOB RELOCATION AMONG COLLEGE PROFESSORS: BACKGROUND CHARACTERISTICS AND LABOR MARKET EFFECTS

THE RESEARCH FOUNDATION OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Dr. Robert E. Kapsis and Dr. Paul Blumberg

Grant 91-36-78-51
Project still in progress

Descriptors: LABOR FORCE BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; JOB SEARCH; JOB LOSS; UNIVERSITY OCCUPATIONS

The objectives of the study are: (1) To describe the types of jobs acquired by dismissed faculty and to determine the proportion who have left academic lif altogether; (2) to isolate the factors that influence or predict whether an instructor leaves academia; (3) to determine the extent to which laid-off instructors currently employed in a nonacademic setting and those who have regained full-time academic employment differ in attitudes and psychology; and (4) to consider objectives 1 through 3 from the perspective of how an academic discipline's relationship to both the academic and the nonacademic labor markets may influence the job-relocation process.

To reach these objectives, the investigators sent a 91-item mail questionnaire in the fall of 1977 to 585 full-time teaching faculty at The City University of New York who were dismissed from their jobs in August 1976. The questionnaire probed for detailed information on such factors as job history, academic productivity, educational qualifications, and psychological well being. Both path analytic and cross-tabulation procedures will be used to analyze the survey data.

The study should provide insight on the ways dismissed faculty regain academic employment and the sociopsychological characteristics of those who do not return.

5-272* JOB SEARCH ACTIVITIES OF THE UNEMPLOYED: THEORY AND EVIDENCE

PURDUE UNIVERSITY
WEST LAFAYETTE, IND.

Dr. John M. Barron

Grant 91-18-77-26
Project still in progress

Descriptors: JOB SEARCH; UNEMPLOYMENT; DURATION OF UNEMPLOYMENT

The primary objective of this research is to test important hypotheses of search theory utilizing an expanded model of search behavior and new micro data on the job-seeking activities of the unemployed. The initial research will involve the development of a model of job search

behavior by the unemployed and tests of resulting hypotheses relating an unemployed person's search intensity, methods of search, and level of acceptance of wage to nonwage income, duration of unemployment, and reason for unemployment.

Job search hypotheses will be empirically tested through a survey conducted by the Bureau of the Census. The data consist of a sample of 5,000 jobseeking unemployed workers.

An improved understanding of factors affecting the duration of unemployment and their empirical importance should result.

5-273* Labor Mobility and Income Change

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. George E. Delehanty, Department of Economics

Grant 91-15-70-12
Project still in progress

Descriptors: LABOR MOBILITY; INCOME DIFFERENTIALS; GEOGRAPHIC MOBILITY; INDUSTRIAL MOBILITY; INTERFIRM MOBILITY

This study is analyzing the relationship between geographic, industrial, and employer mobility and income for workers grouped by age, race, and sex. Using data on work and earnings in a 1-percent, employer-employee subsample of Social Security Administration records for 1959-63, the study is attempting to find out by how much, for whom, and through what processes income change is related to labor mobility.

5-274* Lawyer Earnings and Barriers to Entry

VANDERBILT INSTITUTE FOR PUBLIC POLICY STUDIES
NASHVILLE, TENN.

Dr. Malcolm Getz, Dr. John J. Siegfried, and Dr. Terry Calvani

Grant 91-47-77-11
Project still in progress

Descriptors: OCCUPATIONAL LICENSING; EARNINGS; LABOR MARKET AREAS; GEOGRAPHIC MOBILITY

The research is examining the extent to which lawyers' earnings are explained by the difficulty of admission to the State bar. Admission difficulty is estimated on the basis of: (1) Failure rate on the bar examinations of different States; (2) whether lawyers relocating from other States are required to take the bar examination in order to practice in the State; and (3) the fee charged an out-of-State lawyer to practice in the State. Factors such as cost of living, crime rate, environmental quality, commuting time to work, and variety of consumption opportunities are taken into account in evaluating intercity earnings differentials.

Data on earnings of associate lawyers are from a Bureau of Census survey conducted in 1972. Data for other variables are being compiled from a variety of sources.

5-275* Male-Female Wage Differentials: The Theory and Estimation of Differentials Overqualification

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Robert H. Frank

Grant 91-36-77-54
Project still in progress

Descriptors: SEX DIFFERENCES; WAGE DIFFERENTIALS; MALE/FEMALE; INCOME DIFFERENTIALS

To determine what portion of the historically unexplained male-female wage differential can be attributed to the fact that husbands' career considerations usually dictate the particular geographic labor market in which married couples locate, the researcher will make a comparison of male-female wage differentials estimated from a microeconomic wage equation for married persons working in labor markets of different size.

5-276* Measurement of Role Model Characteristics

GEORGE PEABODY COLLEGE FOR TEACHERS
NASHVILLE, TENN.

Dr. Barbara Strudler Wallston

Grant 91-47-77-38
Project still in progress

Descriptors: ROLE MODELS; WOMEN; TRANSITION FROM SCHOOL TO WORK

The objective of this research is to develop and validate role models, or behavior patterns, for women. These role models, of which valuing, encouraging, and receiving support from women have been selected as being most crucial in influencing women's career decisions, allow for consolidating individual characteristics and support forms that affect the career selections of women. Each role model measures and incorporates an increasing degree of support, from silent approval to active encouragement, by women for other women.

Two groups of women, one composed of graduate students and the other of working women, will provide the data base. A modified, multitrait, multimethod matrix approach will be utilized in validating each role model.

The application of these models should facilitate women's transition from school to work, assist women in returning to the work force, and encourage women to train for professional roles.

5-277* MIDLIFE CAREER CHANGE: PATTERNS OF COPING RESPONSE TO TRANSITIONS IN EMPLOYMENT

UNIVERSITY OF MASSACHUSETTS AT BOSTON
BOSTON, MASS.

Dr. Samuel Osherson, Department of Psychology

Grant 91-25-73-41
Project still in progress

Descriptors: ADJUSTMENT; LIFESTYLES; MIDDLE-AGED WORKERS; OCCUPATIONAL MOBILITY; EMPLOYMENT PATTERNS

The object of this research is to provide insight into the process of midlife career change. A variety of adjustments are made by the individual in a job transition, and these adjustments can be potentially stressful events. Coping response theory will be combined with an ego functioning model to produce a model with 12 ego functions. Using this model, the researcher hopes to: (1) Determine the motivations underlying the decision to change careers at midlife; (2) understand sources of stress and difficulty in the process of midlife career change; and (3) assess adaptive and maladaptive patterns of coping response to this stress.

A clinical interview procedure will be used to obtain detailed life history information on individuals 40 to 60 years old who have changed careers. A content analysis will assess the level of ego functioning, both at the time of career change and at present.

5-278 NURSING SALARIES: DEMOGRAPHIC AND JOB-RELATED DETERMINANTS

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Grant 91-42-74-34
Project completed fiscal year 1976
Dr. Nancy M. Gordon
July 1976

Report Descriptors: NURSES; HEALTH OCCUPATIONS; HOSPITALS; WAGE STRUCTURE; OCCUPATIONAL STRUCTURE; UPGRADING; ECONOMIC ANALYSIS AND ECONOMETRICS; JOB PERFORMANCE

NTIS PB273829/AS

5-279* OCCUPATIONAL SEGREGATION BY SEX: DETERMINANTS, CHANGES, AND THE IMPACT OF EQUAL EMPLOYMENT OPPORTUNITY LAWS

RADCLIFFE COLLEGE, THE INSTITUTE FOR INDEPENDENT STUDY
CAMBRIDGE, MASS.

Andrea H. Beller

Grant 91-25-78-04
Project still in progress

Descriptors: EQUAL EMPLOYMENT OPPORTUNITY ACT (1972); CAREER CHOICE; DISCRIMINATION; OCCUPATIONAL STRUCTURE

This study will examine the determinants and extent of occupational segregation by sex between 1967 and 1974, focusing attention on the effect of the enforcement of equal employment opportunity laws.

Primary data analysis on occupations of men and women and their economic and demographic characteristics will be based on information from the U.S. Census Bureau's Annual Demographic File of the 1975, 1972, and 1968 Current Population Surveys. The Current Population Survey-Occupational Change in a Generation Replicate Master File will be used to estimate biases that may arise by the omission of background factors.

The research is expected to illuminate such issues as policies on day care, career training grants, and incentives to employers (rather than penalties, as under the present laws).

5-280 ORGANIZATIONAL STRATEGIES FOR PRESERVING JOBS AND STRENGTHENING LOCAL ECONOMIES

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. William F. Whyte, Industrial and Labor Relations

Grant 91-36-76-39
Project completed fiscal year 1978

Descriptors: ORGANIZATIONAL STRUCTURE; LABOR MARKET; ORGANIZATIONAL ENVIRONMENT

The purpose of this research grant was to support the startup planning and initial fieldwork for a 3-year project (sponsored by the National Institutes of Mental Health) examining five firms in which plant shutdowns were averted through a shift from outside corporate ownership to local and/or employee ownership. The project traced the recent history of each firm, with special emphasis upon developments leading up to the shift in ownership, and identified the problems and processes of building an effective organization under the new form of ownership.

Two distinct stages in the early history of employee or employee-community ownership were discerned. The first stage was one of euphoria and relief at the firm's survival, accompanied by preoccupation with getting the job done. Six months to a year after revival of the firm, there was a growing sense of frustration, confusion, and latent conflict—apparently because neither employees nor managers have any clear ideological commitment to economic democracy.

June 1978

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-281* Perceived Discrimination, Work Attitudes and Labor Market Experience

THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK/SUNY
BUFFALO, N.Y.

Dr. Brian E. Becker

Grant 91-36-78-41
Project still in progress

Descriptors: DISCRIMINATION; WORK ATTITUDES; BLACK/WHITE; LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS

The study will draw on the work of labor economics and industrial psychology to provide a comprehensive analysis of the way in which discrimination affects the labor market experiences of blacks. It will attempt to estimate the extent to which discrimination produces differences in the work attitudes of blacks and whites and examine the influences of these differences on labor market experiences. The study will use data on the older half of the young men's cohort of the National Longitudinal Surveys.

5-282* The Personality and Attitudinal Characteristics of Career and Homemaking Oriented Women

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Dr. Robert A. Mendelsohn, Department of Psychology

Grant 91-24-68-29
Project still in progress

Descriptors: ATTITUDES; MALE/FEMALE; CAREER PATTERNS; WOMEN; ATTAINMENT; ROLE MODELS; WORK ATTITUDES; ROLE CONFLICT

This investigation of personality characteristics, conceptions of masculine and feminine roles, and bases of self-esteem is an attempt to explain why so few of the women who work have jobs commensurate with their capabilities.

A sample of 1,500 women and 500 men who graduated from Wayne State University are being given a personality test and asked to answer a questionnaire concerning their marital status and work experience. The analysis is attempting to establish differences between those women who are actively engaged in careers and those who are predominantly or exclusively homemakers and between these two groups and the men.

5-283 A Pilot Study of Perceived Occupational Similarities

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Grant 91-17-74-29
Project completed fiscal year 1977

COGNITIVE IMAGES OF THE OCCUPATIONAL STRUCTURE
Dr. Reeve Vanneman
December 1976

Report Descriptors: STATUS; ATTITUDES; OCCUPATIONAL STATUS

NTIS PB267062/AS

5-284* A Pilot Study of Response to Job Offers as an Index of Labor Market Conditions

STANFORD UNIVERSITY
STANFORD, CALIF.

Dr. Melvin W. Reder, Institute of Public Policy Analysis

Grant 91-05-70-44
Project still in progress

Descriptors: PILOT STUDY; JOB SEARCH; JOB APPLICANTS; CALIFORNIA, SAN FRANCISCO BAY AREA

This study is investigating the possibility of expanding the base for calculating unemployment rates to include a measure of intensity of job-search activity. It is developing and experimenting with instruments to measure: (1) The intensity with which unemployed persons search for jobs and (2) the success of individuals in locating employment relative to the intensity of their jobseeking.

The researcher is selecting samples of applicants at private firms and various types of placement agencies in the San Francisco Bay area; stratifying them by such characteristics as age, sex, and occupational category; and tabulating individual reactions to valid job vacancies reported to them by the researchers. A scale for classifying individuals by the degree of intensity with which they search for jobs is being constructed. Data are being collected in followup interviews from the sample groups for an assessment of subsequent job success relative to individual characteristics and intensity of job search.

5-285 Psychological Influences on White-Collar Pay

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page v for further information about ordering reports.

Dr. Einar Hardin, Professor of Labor and Industrial Relations

Grant 91-26-75-27
Project completed fiscal year 1978

Descriptors: ATTITUDES; DATA SOURCES AND USE; HUMAN CAPITAL; INCOME; LABOR MARKET; WHITE-COLLAR OCCUPATIONS

Starting with the human capital theory of wages, the investigator distinguished between work experience with present employers and with past employers and extended the modified earnings equation by allowing for eight psychological influences—dogmatism, passive readiness for change, active readiness, internal control, work commitment, job interview anxiety, ease of making friends, and risk-taking willingness. The effects of these influences and of education and disaggregated work experience upon salaries of white-collar workers were estimated by sex and by company using regression analysis on data collected in questionnaire surveys in four white-collar organizations—two banks and two insurance companies—located in the Great Lakes region.

Human capital factors accounted for 36 to 82 percent of variation in annual salaries, with the major role played by work experience with present employers and with a sharply lower impact of work experience with previous employers. Other findings indicated that human capital factors benefited women less than men. Dogmatism lowered, and passive readiness raised, salaries of employees with given stocks of human capital, though modestly and with mixed statistical significance. The other six psychological variables showed no consistent significant impact individually or in groups. Indirect effects of education were also calculated and recommendations were made for disaggregating the work-experience measure in earnings equations and for various approaches to further study of psychological influences.

PSYCHOLOGICAL AND HUMAN CAPITAL INFLUENCES UPON THE SALARIES OF WHITE-COLLAR WORKERS
March 1978

Report Descriptors: ATTITUDES; DATA SOURCES AND USE; HUMAN CAPITAL; INCOME; WHITE-COLLAR OCCUPATIONS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB283056/AS

5-286 QUALITY OF EMPLOYMENT AND SELF-INVESTMENT IN WORK

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-26-74-24
Project completed fiscal year 1977
Dr. William A. Faunce
August 1976

Report Descriptors: WORK INCENTIVES; ATTITUDES; PRODUCTIVITY; MOTIVATION

NTIS PB267138/AS

5-287* RACE AND SEX DIFFERENCES IN THE PROBABILITY AND CONSEQUENCES OF TURNOVER

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Dr. Francine D. Blau and Dr. Lawrence M. Kahn

Grant 91-17-78-01
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; TURNOVER; WOMEN; MINORITIES

This study will: (1) Identify and explain the sources of race and sex differences in job turnover, and (2) do a comparative analysis, on the basis of sex and race, of the economic consequences of job turnover.

Data from the young men and young women cohorts of the National Longitudinal Surveys will be used. Examination of data will be conducted in two stages using logit analysis. The first stage will analyze turnover (both voluntary and involuntary) in terms of environmental and personal choice factors. Sequential analysis also will be employed to examine race and sex differences in chronic employment instability.

The study is expected to broaden the basis for understanding disparities in earning power and career advancement for blacks and women compared with white males.

5-288* THE RELATIONSHIP BETWEEN UNEMPLOYMENT AND COMMUTING WITHIN GEOGRAPHICAL AREAS

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Dr. Louis H. Stern, Department of Economics and Finance

Grant 91-46-68-48
Project still in progress

Descriptors: COMMUTING; STANDARD METROPOLITAN STATISTICAL AREA (SMSA); LABOR MARKET AREAS; UNEMPLOYED

This pilot study is considering whether 15 regions delineated as standard metropolitan statistical areas (SMSA's) are actually adequate for labor market analyses.

Using 1960 census data, the study seeks to determine whether an SMSA's unemployment rate is an appropriate economic indicator for any of its geographic subdivisions. It is testing the hypothesis that commuting to jobs within the area generally equalizes unemployment rates among the subdivision residents who are in the labor force, allowing for differences in occupation, sex, and racial or ethnic group.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-289 RELATIONSHIP BETWEEN FERTILITY AND LABOR PARTICIPATION OF MARRIED WHITE AND BLACK WOMEN

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Grant 91-48-74-44
Project completed fiscal year 1976
Dr. Paul R. Gregory
September 1976

Report Descriptors: FERTILITY; POPULATION; LABOR FORCE PARTICIPATION; LABOR SUPPLY; BLACK/WHITE; WOMEN; EMPLOYMENT OPPORTUNITIES; MODELS; NATIONAL LONGITUDINAL SURVEYS

NTIS PB267111/AS

5-290* SEX DIFFERENCES IN EARLY CONTINGENCIES IN ATTAINMENT

DUKE UNIVERSITY
DURHAM, N.C.

Dr. Alan C Kerckhoff

Grant 91-37-77-17
Project still in progress

Descriptors: EDUCATIONAL ASPIRATIONS; EDUCATIONAL ATTAINMENT; EDUCATIONAL EFFECT ON CAREER PATTERNS; SEX DIFFERENCES; SOCIODEMOGRAPHIC CHARACTERISTICS; NATIONAL LONGITUDINAL SURVEYS

This study is charting the process of status attainment by young women over a 4-year period. The Duncan "basic model" and the "Wisconsin model" are being used as analytic frameworks, but more refined data on the sequence of educational and occupational experiences will be introduced, along with the contingencies of marriage and parenthood, so that more elaborate models can be tested. The results of these analyses will be compared with the parallel results previously obtained from a similar sample of young men.

The investigator will try to answer the following questions: (1) Does early marriage have a depressing effect on women's educational attainment? (2) Whatever the effect of age at marriage, does early parenthood have a depressing effect on women's educational attainment? (3) Do such factors as social origins, ability, early ambitions, marital and parenthood events, and the characteristics of the job(s) held explain which women return to school after leaving it? After finding these associations with educational attainment, the investigator will test their validity for specific groups: Do they apply equally to women of different socioeconomic origins and ability levels and to blacks and whites? (5) Are they the same for men and women?

Data for the study are being derived from the National Longitudinal Survey of the labor market experience of young women aged 14 to 24 at the beginning of the survey.

5-291 THE STAFF SALARY STRUCTURE OF A LARGE URBAN UNIVERSITY WITH SPECIAL REFERENCES TO SEX DISCRIMINATION

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Grant 91-42-73-32
Project completed fiscal year 1977
Dr. Nancy M. Gordon; Dr. Thomas E. Morton
July 1974

Report Descriptors: SEX DISCRIMINATION; WAGE DIFFERENTIALS; MALE/FEMALE; UNIVERSITIES AND COLLEGES; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB243623/AS

5-292* THE STRUCTURE OF WITHDRAWAL: RELATIONSHIPS AMONG ALIENATION, TARDINESS, ABSENTEEISM, AND TURNOVER

SOUTHWEST EDUCATIONAL DEVELOPMENT LABORATORY
AUSTIN, TEX.

Dr. Nina Gupta and Dr. G. Douglas Jenkins, Jr.

Grant 91-48-78-39
Project still in progress

Descriptors: ALIENATION; ABSENTEEISM; TURNOVER; ORGANIZATIONAL ENVIRONMENT

The objectives of this study are: (1) To synthesize existing research on the relationships among withdrawal-alienation, tardiness, absenteeism, and turnover; (2) to examine the hypothesis that there is a progression of withdrawal behaviors, beginning with alienation and culminating in turnover; and (3) to explore individual and organizational characteristics that may limit and moderate these relationships. Data for the study were collected from three organizations between May 1972 and December 1976, an automotive accessory plant in the rural South, several branches of a large bank and a pet food manufacturing company in the Midwest.

5-293 THE SUPPLY OF PROFESSIONAL AND NONPROFESSIONAL NURSES

UNIVERSITY OF DELAWARE
NEWARK, DELAWARE

Dr. Charles R. Link, Department of Economics

Grant 91-10-76-68
Project completed fiscal year 1978

Descriptors: NURSES; HEALTH OCCUPATIONS; LABOR SUPPLY

This report estimates wage and labor supply functions for married registered nurses (with husbands present). The basic sources of data were the 1-in-100 Public Use

Sample of the 1970 census and the 1970 American Hospital Association annual survey of hospitals.

The wage equation, estimated with OLS techniques, suggests that monopsonistic behavior on the part of hospitals substantially depresses nurse wages. Hospitals operating in highly competitive labor markets typically pay about 10 percent more than do hospitals in concentrated labor markets. The labor supply functions, estimated with an instrumental variables approach combined with the Tobit technique, indicate that (around the mean values) nurse supply is rather unresponsive to changes in the nurse's hourly wage and is apparently even backward bending. An important implication of this finding is that policymakers may not be able to rely upon rising wages as a means of increasing the supply of registered nurses. The existence of monopsony has a small negative effect on nurse labor supply. The depressing monopsony effect on wages leads to a predicted labor supply about 5 percent smaller than it would have been if more competition prevailed in the market for registered nurses.

THE SUPPLY OF MARRIED PROFESSIONAL NURSES
Dr. Charles R. Link and Russell F. Settle
December 1977

Report Descriptors: LABOR DEMAND; INTERNAL LABOR MARKETS; LABOR FORCE; NURSES; LABOR SUPPLY; HEALTH OCCUPATIONS

NTIS PB280987/AS

5-294* TASK DESIGN: TECHNOLOGICAL DESCRIPTIONS, MANPOWER REQUIREMENTS, AND WORKER RESPONSES

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Randall B. Dunham, Department of Business and Industrial Relations

Grant 91-55-76-64
Project still in progress

Descriptors: JOB SATISFACTION; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; JOB ANALYSIS; WORKER TRAITS

The project's main objective is to study a system that includes task technology, perceived task design, manpower requirements of tasks, and the behavioral, motivational, and affective responses of workers. To achieve this end, the researcher is examining several elements of a heuristic model. The investigation is attempting to document the linkages between technological (objective) descriptions of jobs, perceptual task evaluations, and worker responses and to assess resulting manpower requirements. The important influences of nontask environmental factors (for example, organizational characteristics) on these linkages are being studied. The results of this project will be used to evaluate and modify the heuristic model to provide theoretical clarifications, reduce empirical ambiguities, and to offer direction for future research and practice.

5-295* THE UNEMPLOYED AND THE FOOD STAMP PROGRAM

PORTLAND STATE UNIVERSITY
PORTLAND, OREG.

Dr. Judith A. Barmack, Urban Studies Center

Grant 91-41-76-49
Project still in progress

Descriptors: UNEMPLOYMENT; WORK INCENTIVES

This research is identifying and evaluating the factors associated with low-level utilization of the Food Stamp Program by eligible unemployed workers. An attempt is being made to map the decisionmaking process that culminates in program participation or nonparticipation.

Data collection includes personal interviews with a sample of 600 unemployment insurance beneficiaries. The characteristics of food stamp users and nonusers will be compared for an explanation of why not all eligible unemployed workers take advantage of the program benefits. Subsamples consist of: (1) Households receiving only unemployment benefits and (2) households receiving unemployment and food stamp benefits.

5-296 UNEMPLOYMENT INSURANCE IN TRANSITION

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Dr. Clair B. Vickery, Institute of Industrial Relations

Grant 91-06-76-28
Project completed fiscal year 1978

Descriptors: UNEMPLOYMENT INSURANCE; INCOME MAINTENANCE; EFFECTIVENESS OF PROGRAMS

The objective of this research was to evaluate the performance of unemployment insurance (UI) as an income maintenance program during periods of depressed labor demand. The role of UI was analyzed as to its effect on the labor market and on the distribution of income during periods of full employment and recession. To judge the impact of UI, the research studied benefits, financing, income distribution, and composition of unemployment. This research helps to clarify the present role of UI and to give policymakers insight into its future role.

The report concludes that a 50-percent replacement rate is too low for moderate and higher income families. It also recommends that the present bias toward seasonal industries and their unemployed workers should be reduced by basing benefit calculations upon average annual earnings as well as high-quarter earnings.

UNEMPLOYMENT INSURANCE IN TRANSITION: AN EVALUATION OF THE IMPACT OF U.I.
March 1978

NTIS PB284369/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-297* WHITE-COLLAR WORK

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. Richard Berk, Department of Sociology

Grant 91-17-74-32
Project still in progress

Descriptors: WHITE-COLLAR OCCUPATIONS; JOB SATISFACTION; ABSENTEEISM; TURNOVER; PRODUCTIVITY; BANKING INDUSTRY; ILLINOIS, CHICAGO

This study is exploring job satisfaction, absenteeism, turnover, and productivity among nonsupervisory, white-collar workers.

Within each of 20 large financial institutions in Chicago, 20 top executives, 21 personnel officers, 130 first line supervisors, and 1,308 white-collar workers have been surveyed. This project is analyzing the results.

5-298* WIFE'S LABOR FORCE PARTICIPATION AND FERTILITY: EVIDENCE FROM A LONGITUDINAL STUDY OF A MARRIAGE COHORT

THE UNIVERSITY OF ILLINOIS AT CHICAGO CIRCLE
CHICAGO, ILL.

Eileen Crimmins-Gardner and Phyllis A. Ewer

Grant 91-17-77-55
Project still in progress

Descriptors: WOMEN; FERTILITY; LABOR FORCE PARTICIPATION

The study will focus on the relationship between fertility and employment among women from two marriage cohorts. Three specific research problems to be investigated include: (1) Changes in fertility and employment over time; (2) the effects of early fertility on subsequent fertility, employment, and job status; and (3) the effects of income and tastes on married women's subsequent employment and employment expectations.

Analysis will be based on available data from a longitudinal study of couples in two marriage cohorts. These panels have been interviewed approximately every 6 months since they were married in the summers of 1968 (first panel) and 1972 (second panel).

Results of the study are expected to be useful for government agencies and others who attempt to make accurate estimates of the future size and composition of the female labor force.

5-299 WOMEN AND THE AMERICAN OCCUPATIONAL STRUCTURE

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

Dr. Elizabeth M. Havens, Department of Sociology

Grant 91-48-74-25 (formerly Grant 91-48-73-35)
Project completed fiscal year 1978

Descriptors: WOMEN; CAREER PATTERNS; MALE/FEMALE; OCCUPATIONAL STRUCTURE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY; FERTILITY; NATIONAL LONGITUDINAL SURVEYS

Following a review of related research, the investigator developed a comprehensive measure of women's labor force attachment. This measure, based on data from the National Longitudinal Surveys, described variations and determinants in the labor force participation patterns of mature American women.

In general, the empirical findings indicated that: (1) The labor force attachment of mature American women varied substantially and (2) this variation was significantly related to conditions of supply and demand. More specifically, on the supply side, health was more important for the labor force attachment of black women, while marriage, children, and subjective sex roles were more apt to determine the labor force atttachment of white women. On the demand side, past job rewards comprised the most important determinant of labor force attachment for all mature women.

April 1978

Report Descriptors: LABOR FORCE PARTICIPATION; LONGITUDINAL SURVEYS; MALE/FEMALE; NATIONAL LONGITUDINAL SURVEYS; OCCUPATIONAL STRUCTURE; WOMEN

NTIS PB284344/AS

6. FOREIGN TRADE AND U.S. INVESTMENT ABROAD

The Foreign Economic Research Staff of the Bureau of International Labor Affairs (Department of Labor) conducts a research program that is international in focus. This program concentrates particularly on the impact of U.S. foreign trade and investment policies on American labor. The entries in this chapter record the active and recently completed research projects that are part of this program.

6. FOREIGN TRADE AND U.S. INVESTMENT ABROAD

6. FOREIGN TRADE AND U.S. INVESTMENT ABROAD

6-001 An Analysis of ILO Conventions

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Walter Galenson

ILAB contract J9K70006
Project completed fiscal year 1978

Descriptors: INTERNATIONAL UNIONS; INTERNATIONAL WORK FORCE

Is there a relationship between the ratification of International Labor Organization conventions and the achievement of the objectives of the conventions? This project grouped the conventions into major areas, such as industrial safety and social security. The analysis attempted to determine what countries tended to ratify conventions and whether ratification had an effect on country performance. For example, was the ratification of safety conventions related to industrial accident rates?
November 1977
Requests for Copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-002 An Analysis of Labor Turnover in U.S. Manufacturing Industries

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

ILAB contract 74-25
Project completed fiscal year 1977
Dr. Frank Brechling and Dr. Dale J. Mortensen
January 1977

Report Descriptors: WAGES; LABOR MOBILITY; UNEMPLOYMENT
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-003* An Analysis of The Impact on Consumer Prices of Changes in the Costs of Imports

ARLINGTON, VA.

Dr. Dale M. Heien

ILAB contract J9K70008
Project still in progress

Descriptors: PRICES; PRODUCT DEMAND; CONSUMPTION; ECONOMIC ANALYSIS AND ECONOMETRICS

The project is analyzing the impact of changes in the landed costs of imports on prices at the retail level. A theoretical analysis is being made on the effect of the structure of the distribution network on the extent of the pass-through of import costs, followed by an empirical analysis of at least 11 specific products. Various data sources are being used, including the relatively new series produced by the Division of International Prices at the Bureau of Labor Statistics. Emphasis will be placed on relating the empirical findings to the institutional structure and arrangements of the relevant markets.

6-004 Analysis of the Price Differential Between Domestic and Imported Steel

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

ILAB contract J9K60005
Project completed fiscal year 1977
Dr. James W. Jondrow and Dr. Paul Feldman
January 1977

Report Descriptors: PRICES; STEEL INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-005 An Approach to Measuring the Costs of Adjustment Assistance Programs

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Dr. Marina von Neumann Whitman, Dr. James H. Cassing, and Dr. Jack N. Ochs

ILAB contract J9K60020
Project completed fiscal year 1978

Descriptors: LABOR DEMAND; LABOR ADJUSTMENT COSTS; GOVERNMENT POLICIES

This project analyzed how labor markets adjust to disturbances due to shift in demand and how government policies affect the paths of adjustment. Particular attention was devoted to the way in which the various factors

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

in the labor market interact with each other. The research examined: (a) The impact of an increased flow of workers into unemployment on the reemployment experience of those already in the labor market and looking for work, (b) how the economy adjusts to mismatches between job openings and available workers, and (c) how employers adjust their hiring rates in response to the increased availability of workers.
September 1977
Request for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-006 THE BEHAVIOR OF LAID-OFF WORKERS IN MANUFACTURING: AN AGGREGATE AND DISAGGREGATE ANALYSIS

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

ILAB contract 75-13
Project completed fiscal year 1977
Dr. Donald O. Parsons and Dr. Belton M. Fleisher
February 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LAYOFFS; MANUFACTURING
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-007* CHANGES IN U.S. MARKET SHARE, THE MULTINATIONAL CORPORATION, AND LABOR MARKET DISTURBANCES

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Dr. Robert G. Hawkins

ILAB contract 74-18
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND

This study assesses the relative importance of foreign investment by U.S. firms in the overall changes in the international competitiveness of U.S. production and, in turn, the changes in U.S. employment, skill requirements, unemployment rates, and other variables associated with these overall changes.

6-008 COST-BENEFIT ANALYSIS OF THE EFFECTS OF TRADE POLICIES ON PRODUCT AND LABOR MARKETS: INDUSTRY STUDY OF AUTOMOBILES

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

ILAB contract 74-19
Project completed fiscal year 1976

COST-BENEFIT ANALYSIS OF THE EFFECTS OF TRADE POLICIES ON PRODUCT AND LABOR MARKETS IN THE U.S. AUTOMOBILE INDUSTRY
Dr. James C. Burrows and Dr. Eric Toder
June 1976

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-009 DOMESTIC IMPACTS OF AN OVERVALUED CURRENCY

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Phoebus Dhrymes

ILAB contract 74-15
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; CURRENCY; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT; WAGES

This study measured the impact of an overvalued U.S. currency on domestic labor, employment, wages, investment, output, and prices. Both a general equilibrium analysis and a partial equilibrium analysis for industry groupings at the Standard Industrial Classification 1-digit level were examined.
May 1978
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research; Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-010 THE EFFECTS OF INTERNATIONAL MARKET LINKAGES

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Richard E. Caves and Dr. Thomas A. Pugel

ILAB contract J9K60015
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRICES; WAGES

This project analyzed the effect of international prices on prices in the United States by isolating the effects of import penetration on the rate of return in selected industries. The project also measured the degree to which domestic and foreign prices are interrelated as well as the effects of import competition on wages in the domestic industry.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page v for further information about ordering reports.

Dr. Thomas A. Pugel
December 1977
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-011 The Effects of the Foreign Assembly Provision of the U.S. Tariff (Items 806.30 and 807.00) on the U.S. Labor Market

ARTHUR D. LITTLE, INC.
CAMBRIDGE, MASS.

Dr. John H. Reedy

ILAB contract J9K70007
Project completed fiscal year 1978

Descriptors: TARIFFS; FOREIGN PRODUCTION COSTS; LABOR DEMAND; FOREIGN TRADE AND INVESTMENTS

The project's main purpose was to discover whether data necessary for the evaluation of 807.00 can be obtained using the procedures outlined by Arthur L. Little, Inc. For this purpose, ADL obtained the costs of component production and assembly in various countries for two specific products. The costs obtained included all items relevant for a decision on the location of production. The validity of the information gathered was evaluated in terms of its consistency with observed trade flows and the specific methodology and sources used.

U.S. TARIFF ITEM 807.00 AND SELECTED ARTICLES OF APPAREL: INTERNATIONAL COST RELATIONSHIPS—A PILOT STUDY OF THE EFFECTS OF THE FOREIGN ASSEMBLY PROVISIONS OF THE U.S. TARIFF (ITEMS 806.00 AND 807.00) ON THE U.S. LABOR MARKET
April 1978
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-012 The Effects of Trade Policy Changes on the Pulp and Paper Industry

BOEING COMPUTER SERVICES, INC.
WASHINGTON, D.C.

ILAB contract 75-04
Project completed fiscal year 1976

A PRELIMINARY ANALYSIS OF THE EFFECTS OF TRADE LIBERATION ON THE U.S. PULP AND PAPER INDUSTRY AND THE FEASIBILITY FOR FUTURE STUDY
Dr. Michael Rahm
July 1975

Report Descriptors: PULP AND PAPER INDUSTRY; FOREIGN TRADE AND INVESTMENTS; SUPPLY ACCESS; LITERATURE REVIEW
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-013 Effects on U.S. Labor of U.S. Sugar Policies and Programs

FREDERICK BURK FOUNDATION FOR EDUCATION
SAN FRANCISCO, CALIF.

ILAB contract 74-16
Project completed fiscal year 1976
Dr. Thomas Bates, Dr. Gordon Gemmell, John W. Mamer, and Louise Adamson
January 1976

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; SUGAR INDUSTRY; SIMULATION
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-014 An Empirical Analysis of the U.S. Footwear Industry

ILAB contract 74-17
Project completed fiscal year 1976

THE WELFARE EFFECTS OF TRADE RESTRICTIONS ON U.S. FOOTWEAR IMPORTS
Dr. John Lombardi and Dr. Michael Szenberg
December 1975

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; SHOE INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-015* Estimating Substitution Possibilities Between Imports and Domestic Production

DATA RESOURCES, INC
LEXINGTON, MASS.

Dr. Laurits R. Christensen and Dr. David Richardson

ILAB contract J9K60019
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY

The principal objective of this study is the development of estimates of the extent to which increases in imports

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

affect the demand for similar domestic products. The project is developing methods for determining this relationship by implementing and extending recent developments in the estimation of demand systems. The latter procedure is advantageous in that it not only allows the incorporation of dynamic aspects of demand behavior in the form of habit formation and adjustment to stocks of goods but also because it is able to recognize and make use of the logic of the interrelationships between various product demands.

6-016 Estimating the Distributional Consequences of Direct Foreign Investment

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Robert H. Frank and Dr. Richard Freeman

ILAB contract J9K60018
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; DOMESTIC SAVING AND INVESTMENT

The principal purpose of the project was to determine the effect of foreign direct investment by U.S. firms on the rate of capital accumulation in the United States. This was done by (a) evaluating the effect of foreign investment on the profitability of domestic investment; (b) analyzing the responsiveness of the domestic demand and supply of saving to the rate of return; and (c) determining the degree of integration of foreign and domestic capital markets that would affect the extent to which foreign direct investment by U.S. firms induces changes in other international capital flows. After the major task was accomplished, the effect of the change in capital accumulation on real earnings of workers was determined using productions functions indicating the nature of capital-labor substitution.
April 1978
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-017* Estimation of Earnings Losses Associated with Job Displacement

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. Louis Jacobson and Arlene Holen

ILAB contract J9K60016
Project still in progress

Descriptors: LAYOFFS; LABOR ADJUSTMENT COSTS

This is a study to estimate the displacement costs of workers in approximately 15 industries. Using Social Security Administration summary earnings records and information on plant closings and mass layoff data, the researcher is developing earnings histories for displaced workers. Average earnings over time will be tabulated and then estimates of the displacement costs will be made. The purpose is to determine the costs of displacement that may result from changes in trade policy.

6-018* An Evaluation of the Trade Adjustment Assistance Program

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Dr. Jacob Kaufman and Dr. George Neuman

ILAB contract 74-23
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; UNIONIZATION; TRADE ADJUSTMENT ASSISTANCE; LAYOFFS; LABOR DEMAND

This study measures the effectiveness of the Trade Adjustment Assistance Program in compensating affected workers and facilitating their adjustment to new employment opportunities. Included is an investigation of the effect of various institutional features, such as unionization and the size of the petitioning unit, on the length of time between the dates when workers are certified and when they actually receive cash allowances. The research includes surveys of a sample of the total population of workers eligible for Trade Adjustment Assistance and of a control group of workers displaced in the same industries.

6-019* Evaluation of Trade Adjustment Assistance Using Administrative Records

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. Louis Jacobson

ILAB Contract J9K80004
Project still in progress

Descriptors: LAYOFFS; DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; GOVERNMENT POLICIES; TRADE ADJUSTMENT ASSISTANCE

The project will be based on the 5-percent Continuous Wage and Benefit History Sample for all recipients of unemployment insurance and Worker Adjustment Assistance in Pennsylvania. This data file contains information on demographic characteristics, work histories, and weeks of benefits received.

The project will have three objectives: (1) To use the administrative record files to evaluate the characteristics and reemployment experience of workers receiving adjustment assistance; (2) to evaluate the survey responses

on benefits and work history in the Pennsylvania part of the forthcoming Mathematica interview survey; and (3) to evaluate the benefits of expanding the data system to other States that have Continuous Work and Benefit History Samples.

6-020 A Foreign Automobile Impact Study

CENTER FOR QUANTITATIVE SCIENCES MARKET FACTS, INC.
ROCKVILLE, MD.

ILAB contract J9K60006
Project completed fiscal year 1977
February 1977

Report Descriptors: FOREIGN TRADE; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-021* Foreign Trade and the Growth of the Service Economy

ARLINGTON, VIRGINIA

Dr. Dale M. Heien and Dr. Albert J. Eckstein

ILAB Contract J9K80003
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; PRODUCTIVITY; PRODUCTION

This study will analyze the major factors that have contributed to the growth of employment in the manufacturing and service sectors of the U.S. economy. The study will concentrate on examining the growth of output per worker-hour and the demand for output from highly disaggregated industry categories. In analyzing the factors contributing to output growth, project staff will devote particular attention to the influence of foreign trade and investment on the rate of growth in the manufacturing sector.

6-022 General Equilibrium Estimation of the Effects of Trade Liberalization on Trade and Employment by Industry

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

ILAB contract 74-22
Project completed fiscal year 1976

REPORT ON THE GENERAL EQUILIBRIUM ESTIMATION OF THE EFFECTS ON TARIFFS AND OTHER DETERMINANTS OF EMPLOYMENT BY INDUSTRY IN THE MAJOR INDUSTRIALIZED COUNTRIES
Dr. Robert N. Stern and Dr. Edward E. Leamer
November 1975

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LAYOFFS; SIMULATION
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-023 Hedonic Demand Model for Automobiles

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

ILAB contract J9K60003
Project completed fiscal year 1977
Dr. James Burrows
February 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-024 How Conditions of Supply Affect Exports of the United States and Less Developed Countries

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. Gene M. Grossman

ILAB contract J9K70014
Project completed fiscal year 1978

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FOREIGN TRADE AND INVESTMENTS; SUPPLY ACCESS

The project investigated the role of supply here and abroad in determining U.S. imports and exports, a neglected element in most existing analyses. A model that elaborates both demand and supply behavior was formulated and empirical estimates were made.

A QUARTERLY ECONOMETRIC MODEL OF THE EXPORT BEHAVIOR OF SOME NONINDUSTRIAL COUNTRIES
March 1978
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-025 The Impact of Quota and Tariff Restrictions on Employment in the U.S. Steel Industry

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ILAB contract J9K60002
Project completed fiscal year 1977
Dr. Roger Waud
January 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; EMPLOYMENT; STEEL INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-026 THE IMPACT OF QUOTA AND TARIFF RESTRICTIONS ON EMPLOYMENT IN THE U.S. FOOTWEAR INDUSTRY

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

ILAB contract J9K60017
Project completed fiscal year 1977
Dr. Roger Waud
February 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; EMPLOYMENT; FOOTWEAR INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-027* IMPACT OF TECHNOLOGY TRANSFERS ON PATTERNS OF TRADE AND DOMESTIC INCOME/EMPLOYMENT

THE UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Dr. Eric W. Bond

ILAB contract J9K70001 (formerly J9K60031)
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS

The project is developing and testing models of the international transfer of technology. The models include an analysis of the optimum time for technologies to be transferred as the state of knowledge advances. The model will apply to a particular high technology industry such as chemicals or electronics.

6-028 THE IMPACT OF U.S. FOREIGN TRADE AND INVESTMENT ON U.S. LABOR

Dr. Thomas Horst and Dr. Rachel McCulloch

ILAB contract 75-15
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND

This study consisted of two parts, the first of which was a critical review of the neoclassical models used to assess the impact of foreign investment on U.S. labor. The assumption of these models and their sensitivity to empirical estimation was examined. The second part explored the way in which U.S. labor has adjusted to disruption in U.S. trade patterns, whether induced by foreign investment or other causes. One aspect was the analysis of changes in skill mix within industries in which U.S. multinational corporations predominate. The costs associated with job displacement were estimated.

INTERNATIONAL TRADE AND INVESTMENT AND THE EARNINGS OF U.S. WORKERS
May 1977
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-029* IMPROVING INTERNATIONAL SAFEGUARD PROCEDURES

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Robert E. Baldwin

ILAB contract J9K70009
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; GOVERNMENT POLICIES; TRADE POLICY; TARIFFS

This is the first phase of a larger project that will explore the size and frequency of market disruptions in international trade, why these rapid changes in market penetration occur, and appropriate international procedures for dealing with them. The present project will first identify industries in which there have been rapid increases in import penetration, using the Bureau of Labor Statistics trade monitoring system. Employment losses as a result of these increases will then be estimated. The implications of various kinds of quota and tariff systems to deal with these disruptions will then be simulated.

6-030 THE INCIDENCE OF AND ADJUSTMENT TO TEMPORARY INVOLUNTARY UNEMPLOYMENT

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Dr. Paula E. Stephan, Dr. David Lawrence Sjoquist, and Dr. Larry D. Schroeder

ILAB contract 75-25
Project completed fiscal year 1978

Descriptors: EARNINGS; LABOR DEMAND; LABOR MOBILITY; UNEMPLOYMENT; LAYOFFS

This study investigated the short- and long-term impacts of involuntary unemployment, using data from the Michigan Income Dynamics Panel. The first part measured the immediate loss in earnings due to unemployment for different types of workers.

The second part examined the longer run impact of unemployment. To investigate the longer term effects on earnings of the unemployed, the researchers considered means by which such effects are likely to be transmitted, including human capital formation, attitudinal changes, and labor market supply responses via labor mobility. The objective was to determine if there were substantial differences between the shorter term impacts of unemployment on individual level earnings and the longer term distributional effects.

September 1977

Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-031* INTERACTION BETWEEN DOMESTIC AND FOREIGN INVESTMENT OF U.S. FIRMS

NATIONAL BUREAU OF ECONOMIC RESEARCH
NEW YORK, N.Y.

Dr. Robert E. Lipsey and Dr. Guy V. Stevens

ILAB contract J9K60021
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; INVESTMENT

The goal of this project is to study the interaction between domestic and foreign investment of U.S. firms. There are two phases to the study.

The first phase is the construction of a data base that contains information on the domestic and foreign operations of over 100 U.S. multinational firms. The sources of information for the data base are McGraw-Hill, the Department of Commerce, and the National Bureau of Economic Research.

Using the above data base, the second phase of the study analyzes how the changing opportunities for investment abroad affect investment by the firm in the United States, and similarly how investment in the United States affects the firm's foreign investment. Reasons that may account for interaction between domestic and foreign investment are examined. One is that both foreign and domestic investment compete for a supply of capital that is not perfectly elastic to the firm. Another is that foreign investment can also affect the domestic demand for capital by changing the marginal rate of return on domestic investment. This can happen because foreign investment affects the demand for domestic production.

6-032* INTERNATIONAL ASPECTS OF OCCUPATIONAL HEALTH REGULATIONS

DRESHER, PA.

Dr. Arnold Raphaelson

ILAB Contract J9K80002
Project still in progress

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; GOVERNMENT POLICIES

The project will analyze interviews with European occupational safety and health officials, which explored three issues: (1) Are occupational health regulations of other nations considered in the determination or revision of a standard for domestic workers? (2) Do representatives of workers and management participate in setting a standard, such as the permitted exposure level or concentration of any substance? (3) Are economic issues, including the costs of compliance with any proposed regulation, given special weight in the determination of an occupational health standard?

The interviews focused on the inorganic arsenic, cotton textiles, and steel industries. They will provide the basis for assessing predictions of the foreign trade effects of new or proposed changes in occupational health regulations in the United States.

6-033 INTERNATIONAL TRANSFER OF INDUSTRIAL TECHNOLOGY BY U.S. FIRMS AND ITS IMPLICATIONS FOR THE U.S. ECONOMY

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

ILAB contract 75-17
Project completed fiscal year 1977
Dr. Jack Baranson
January 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY TRANSFER; TECHNOLOGY AND TECHNOLOGICAL CHANGE; CORPORATIONS; LABOR DEMAND

Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs; U.S. Department of Labor, Washington, D.C. 20210.

6-034 INTERNATIONAL TRANSFERS OF INDUSTRIAL TECHNOLOGY BY U.S. FIRMS: AN EVALUATION OF U.S. GOVERNMENT AGENCY REVIEWS OF POTENTIAL ECONOMIC IMPACT

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

Dr. Jack Baranson

ILAB contract J9K60033
Project completed fiscal year 1978

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: TECHNOLOGY TRANSFER; U.S. GOVERNMENT AGENCY REVIEWS

This project evaluated U.S. Government agency reviews of the impact of proposals to transfer U.S. technology to foreign countries. The two agencies whose reviews were evaluated are the East-West Foreign Trade Board and the Export-Import Bank. The project selected six cases reviewed by one or the other of these agencies and evaluated the materials and criteria used for the analysis of these reviews. The project also attempted to determine how accurate the reviews were in predicting the impacts of the technology transfers made on U.S. trade and employment.

INTERNATIONAL TRANSFERS OF INDUSTRIAL TECHNOLOGY BY U.S. FIRMS: AN EVALUATION OF THE U.S. EXPORT-IMPORT BANK REVIEW OF POTENTIAL ECONOMIC IMPACT
October 1977
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-035 International Trade Indicators and Prices in a Simple Aggregative Economic Model

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr. William G. Dewald

ILAB contract J9K60029
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS

The purpose of this project was to refine and test a simple aggregative econometric model of the U.S. economy to test, among other things, the sensitivity of U.S. economic performance to international trade factors. The project also fit the model to major OECD countries.

OUTPUT, INFLATION, AND UNEMPLOYMENT: A COMMON SPECIFICATION OF THEIR DETERMINATION IN CANADA, FRANCE, GERMANY, ITALY, THE UNITED KINGDOM, AND THE UNITED STATES
October 1977
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-036 International Trade Patterns and Excess Supply of Unskilled Labor: Theory and Policy Implications

BELLE MEADE, N.J.

Dr. Peter H. Gray

ILAB contract J9K70011
Project completed fiscal year 1978

Descriptors: ECONOMIC POLICY; LABOR SUPPLY PROJECTIONS; ECONOMIC FORECASTING; TRADE POLICY; LABOR SUPPLY

The project explored the possibility that markets for unskilled labor fail to operate in a way to absorb the supply of these workers available in the United States. The merits of different types of trade restrictions and subsidies were evaluated.

INTERNATIONAL TRADE PATTERNS AND THE EXCESS SUPPLY OF LOW-SKILLED LABOR: THEORY AND POLICY IMPLICATIONS
March 1978
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-037 Labor Market Adjustment Policies in Western Europe: An Evaluative Review

PALO ALTO, CALIF.

Dr. Robert J. Flannagan

ILAB contract J9K70005
Project completed fiscal year 1978

Descriptors: GOVERNMENT POLICIES; EMPLOYMENT AND TRAINING POLICY; LABOR ADJUSTMENT COSTS; EUROPE

The project investigated the structure and performance of labor adjustment policies in Western Europe. The study examined the operational aspects of these programs and also summarized any evaluations of their success in dealing with labor market dislocations.

AN EVALUATIVE REVIEW OF SELECTED WEST EUROPEAN LABOR MARKET ADJUSTMENT POLICIES
March 1978
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-038 The Labor Market in the Open Macroeconomic Model

TULANE UNIVERSITY
NEW ORLEANS, LA.

ILAB contract 74-24
Project completed fiscal year 1976

SPECULATIVE ADJUSTMENTS, LABOR FLOWS, AND EFFICIENCY IN LABOR MARKETS
Dr. David T. King
June 1975

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR MOBILITY; PLANNING, RESEARCH, AND DEVELOPMENT; LABOR MARKET
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-039 LABOR TURNOVER AND EXPERIENCED WORKER UNEMPLOYMENT

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr. Donald O. Parsons

ILAB contract J9K60032
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; LABOR MOBILITY; UNEMPLOYMENT

The project studied the way in which changes in product demand affect turnover flows such as layoffs and quits and also how they are affected by the level of experienced worker unemployment.
June 1978
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-040* THE LOCATION OF MANUFACTURING PRODUCTION BY U.S. MULTINATIONAL ENTERPRISES

NATIONAL BUREAU OF ECONOMIC RESEARCH
NEW YORK, N.Y.

Dr. Robert E. Lipsey

ILAB contract J9K60014
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; INVESTMENT

This is the initial stage of a project to investigate the interaction between domestic and foreign investment of U.S. firms. Stage one has two objectives. The first is the construction of formal models of location decisions by U.S. multinational firms and how these decisions are affected by wage costs, tariffs, and taxes in each country. The second objective is the development of certain cost data required for the project, particularly labor cost adjustment for quality differences among countries.

6-041* OPTIMUM TARIFFS AND SUBSIDIES FOR REDUCING EMPLOYMENT DISLOCATIONS
ITHACA, N.Y.

Dr. Stephen T. Marston and Dr. Robert F. McCullough

ILAB contract J9K70013
Project still in progress

Descriptors: UNEMPLOYMENT; LABOR ADJUSTMENT COSTS; TARIFFS; GOVERNMENT POLICIES

The project is developing a trade model that departs from the classical assumption of no rigidities in the labor market and making simulations to determine what the optimal level of tariffs would be under various scenarios. Changes in import penetration in a particular industry, such as footwear, are being used to develop the scenarios. The basic feature of the model is that the wages workers earn in their industry does not reflect their opportunities in other industries. In fact, they may have to suffer a long spell of unemployment and end with far less satisfactory jobs. The project will explore the impact of introducing this element into the classical trade model.

6-042 A PILOT PROJECT TO INVESTIGATE THE OUTPUT AND EMPLOYMENT EFFECTS OF FISCAL POLICY IN AN OPEN CLASSICAL MODEL

STRATEGIC SERVICES CORPORATION
CHICAGO, ILL.

Dr. Floyd J. Gould

ILAB contract J9K70002
Project completed fiscal year 1978

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; TAXES; TARIFFS; EMPLOYMENT PATTERNS; INVESTMENT

This project developed models to estimate the impact of various government tax and expenditure programs, tariffs, and other regulations on employment and capital investment. The models focused on the response of labor supply and investment to real investment returns and real (after tax) wage rates.

THE OUTPUT AND EMPLOYMENT EFFECTS OF FISCAL POLICY IN A CLASSICAL MODEL
Dr. Victor Canto, Dr. Arthur B. Laffer, and Dr. Odogwu
March 1978
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-043 PRICE BEHAVIOR IN U.S. INDUSTRIES AND THE BENEFITS OF TRADE LIBERALIZATION

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. James C. Burrows, Dr. Robert Larner, Anne Hammett, and Nancy Killefer

ILAB contract J9K60027
Project completed fiscal year 1978

Descriptors: PRICES; FOREIGN PRODUCTION COSTS; TARIFFS

This project analyzed the relationship between the costs of importing foreign goods and the prices that consumers have to pay for these imports. An attempt was made to determine the degree to which reductions in foreign prices or reductions in tariffs are passed on to domestic consumers in the form of lower prices. The project surveyed the existing literature relevant to researching these relationships and assembled data from government sources, unions, and private firms for use in the analysis.

PRICE BEHAVIOR IN THE U.S. TELEVISION RECEIVER MARKET: AN ANALYSIS OF THE EFFECTS OF IMPORTS
December 1977
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-044 PRICE RESPONSE IN MARKETS FOR IMPORT AND DOMESTIC GOODS

UNIVERSITY OF WYOMING
LARAMIE, WYO.

ILAB contract 74-14
Project completed fiscal year 1977
Dr. John Mutti
January 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; PRICES
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-045* THE PROCESS OF ADJUSTMENT TO CHANGES IN EMPLOYMENT LEVELS

PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. Frank Brechling

ILAB contract J9K60030
Project still in progress

Descriptors: LABOR DEMAND; LABOR ADJUSTMENT COSTS

This project determines the number of displacements that occur if it is necessary to reduce employment levels in an industry. In order to investigate the problem, the project experiments with a number of different dynamic employment adjustment models. Data on gross employment flows indicating quits and layoffs are used. The project constructs specific models for 15 to 25 detailed industries in which the special nature of each industry is reflected.

6-046 A PROGRAM TO STUDY FOREIGN TRADE EFFECTS ON EMPLOYMENT USING THE WHARTON ECONOMETRIC MODELS

WHARTON ECONOMETRIC FORECASTING ASSOCIATES, INC.
PHILADELPHIA, PA.

ILAB contract 74-12
Project completed fiscal year 1976

TRADE IMPACT STUDIES USING THE WHARTON ANNUAL AND INDUSTRY FORECASTING MODEL
Dr. Ross S. Preston and Yuen-Yum C. O'Brien
June 1976

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; ECONOMIC GROWTH; ECONOMIC ANALYSIS AND ECONOMETRICS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-047* A PROPOSAL TO CONDUCT A STUDY OF THE EFFECT OF TRANSFERS OF TECHNOLOGY BY U.S. FIRMS ON REAL WAGES AND EMPLOYMENT OPPORTUNITIES OF DOMESTIC WORKERS

STERLING HOBE CORPORATION
WASHINGTON, D.C.

Dr. Invars Gutmanis

ILAB contract J9K70003
Project still in progress

Descriptors: TECHNOLOGY TRANSFER; FOREIGN TRADE AND INVESTMENTS; ECONOMIC ANALYSIS AND ECONOMETRICS

This pilot project is designed to develop a systematic methodology for analyzing technology transfer. The chosen industry is electronics, in which a set of 5 to 10 significant innovations have been selected. Diffusion rates of these innovations are being estimated both within the United States and also across international boundaries. The extent to which diffusion abroad is influenced by the investments and licensing of U.S. firms is being evaluated. Questionnaires have been developed, and a survey is being undertaken to obtain the required information.

6-048* A PROPOSAL TO CONDUCT A SURVEY OF TRADE ADJUSTMENT ASSISTANCE RECIPIENTS

MATHEMATICA POLICY RESEARCH, INC.
PRINCETON, N.J.

Dr. Walter Corson

ILAB contract J9K70010
Project still in progress

Descriptors: LABOR ADJUSTMENT COSTS; LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT

The project is surveying Trade Adjustment Assistance recipients to determine their demographic characteristics, employment experience, and ability to find new jobs after being laid off. The sample numbers 1,500, divided between Trade Adjustment Assistance recipients and a control group of regular unemployment insurance recipients. A questionnaire and an efficient survey design are being developed. One of the contractor's principal responsibilities is to make every reasonable effort to obtain a high response rate from those selected for interviewing. On completion of a clean data tape, the contractor will make an analysis of the reemployment experience of Trade Adjustment Assistance recipients.

6-049 A PROPOSAL TO DEVELOP A PLAN FOR THE SYSTEMATIC EVALUATION OF EUROPEAN PROGRAMS TO ASSIST TRADE IMPACTED WORKERS

KRAMER ASSOCIATES, INC.
WASHINGTON, D.C.

Leo Kramer

ILAB contract J9K70016
Project completed fiscal year 1978

Descriptors: LABOR ADJUSTMENT COSTS; GOVERNMENT POLICIES; EMPLOYMENT AND TRAINING POLICY; EUROPE

This project explored the possibilities of evaluating programs in Europe that ease the adjustment process for displaced workers. It investigated which methods used abroad might successfully be adapted for the United States. The project studied the evaluative materials available, suggested a methodology to be used, and selected appropriate countries for study.

AN EVALUATION OF EUROPEAN PROGRAMS TO ASSIST TRADE IMPACTED WORKERS
December 1977
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-050* PROPOSAL TO STUDY THE IMPACT OF CHANGES IN THE COST OF IMPORTS ON CONSUMER PRICES

RUTTENBERG, FRIEDMAN, KILGALLON, GUTCHESS AND ASSOCIATES
WASHINGTON, D.C.

Dr. Iris J. Lav

ILAB contract J9K70015
Project still in progress

Descriptors: PRICES; CONSUMPTION; PRODUCT DEMAND; ECONOMIC ANALYSIS AND ECONOMETRICS

The project is examining the extent to which changes in the landed costs of imports are reflected in prices at the consumer level. Significant import industries have been selected, and a group of products in which significant changes in landed costs have occurred have been identified. The movement of the prices of these goods at retail is being studied, and an attempt is being made to explain the behavior observed. Finally, an attempt is being made to determine whether the prices of competitive domestic goods are affected by changes in import prices.

6-051 QUALIFICATION OF THE EFFECTS OF NON-TARIFF BARRIERS IN THE MAJOR TRADING COUNTRIES

ILAB contract J9K60012
Project completed fiscal year 1977
Dr. Melvyn Krauss
January 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; EXPORT SUBSIDIES
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-052 QUANTIFICATION OF THE EFFECTS OF NON-TARIFF BARRIERS

Dr. Melvyn Krauss

ILAB contract J9K60025 (formerly J9K60012)
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; EXPORT SUBSIDIES

This project was an extension of an earlier pilot study on the measurement of the distorting impact of subsidies on prices by industry category. The country chosen for the pilot study was the United Kingdom. This extension measured similar distorting effects of government subsidies in France, Germany, Canada, and Sweden. Also, these distorting effects were measured for a recent boom year and a recession year in order to see if the sig-

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

nificance of subsidies tended to increase in the recent recession.
April 1978
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-053 THE RELATIVE MERITS OF TARIFFS, QUOTAS AND OTHER TRADE POLICY INSTRUMENTS

BOSTON COLLEGE
CHESTNUT HILL, MASS.

ILAB contract J9K60028
Project completed fiscal year 1977
Dr. James Anderson
January 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; TRADE INTERVENTION
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-054 REMOVING RESTRICTIONS ON IMPORTS OF STEEL

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

ILAB contract 73-08
Project completed fiscal year 1976
Dr. James Jondrow, Eugene Devine, Dr. Louis Jacobson, Dr. Arnold J. Katz and David O'Neill
May 1976

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; EARNINGS; LABOR DEMAND; STEEL INDUSTRY
Request for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-055 A REVIEW OF STUDIES OF LABOR ADJUSTMENT TO EMPLOYMENT REDUCTIONS

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.
AND
PUBLIC RESEARCH INSTITUTE, CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

ILAB contract 76-08
Project completed fiscal year 1977
Dr. Arlene Holen
January 1977

Report Descriptors: EARNINGS; LABOR DEMAND; LABOR FORCE; LITERATURE REVIEW; EMPLOYMENT
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-056 SERIES OF THREE RESEARCH PROJECTS ON EMPLOYMENT EFFECTS OF FOREIGN INVESTMENT AND TRADE

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

ILAB contract 74-01
Project completed fiscal year 1976

THE BRAZILIAN MOTOR VEHICLE INDUSTRY: ITS ROLE IN BRAZILIAN DEVELOPMENT AND ITS IMPACT ON UNITED STATES EMPLOYMENT
Dr. Kenneth S. Mericle
July 1975

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; EARNINGS; LABOR DEMAND
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

THE WORKING OF TRADE ADJUSTMENT ASSISTANCE AT THE GRASS ROOTS LEVEL
Dr. Ithiel de Sola Pool
December 1975

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; EARNINGS; LABOR DEMAND
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

NATIONAL EFFORTS TO ESTABLISH GUIDELINES FOR THE BEHAVIOR OF MULTINATIONAL CORPORATIONS
Dr. Richard D. Robinson
March 1975

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; EARNINGS; LABOR DEMAND
Requests for Copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-057* SOURCES OF COMPETITIVENESS IN JAPANESE TELEVISION AND HOME VIDEO-TV RECORDERS

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

Dr. Jack Baranson

ILAB contract J9K70012
Project still in progress

Descriptors: TECHNOLOGY TRANSFER; GOVERNMENT POLICIES

The project is analyzing how Japanese manufacturers acquired television technology. Analysis includes an evaluation of the contribution of other sources of Japanese competitiveness in television such as government subsidies, particularly for R&D, and innovations in marketing strategies. The study will conclude with an analysis of Japanese dominance of video-TV recorder technology and its relationship with previous transfers of U.S. technology.

6-058 A STUDY OF TRADE AND EMPLOYMENT IN THE ELECTRONICS INDUSTRY

KEARNEY MANAGEMENT CONSULTANTS
CHICAGO, ILL.

Dr. Lester G. Telser

ILAB contract 76-10
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; ELECTRONICS INDUSTRY

This study developed information concerning the effects of trade barriers, both foreign and domestic, on trade flows, income, and domestic employment in the electronics industry. Such information was developed for various product segments, including electronic components and accessories, radio and television receiving sets and transmitting equipment, electronic calculators, industrial controls, and others of major importance that may be significantly affected by altered trade barriers.

In addition, information was developed on the effects of offshore assembly provisions, direct foreign investment, and the transfer of U.S. technology abroad on the level and composition of U.S. exports and imports and the resultant impact on domestic employment.

November 1977
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research; Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-059 SUPPLY ACCESS ISSUES

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

ILAB contract 76-03
Project completed fiscal year 1976

ECONOMIC ISSUES UNDERLYING SUPPLY ACCESS AGREEMENTS: A GENERAL ANALYSIS AND PROSPECTS IN TEN MINERAL MARKETS
James C. Burrows, Robin C. Landis, Michael Wolfe, and Stephen Beggs
July 1975

Report Descriptors: SUPPLY ACCESS; FOREIGN TRADE AND INVESTMENTS; MINERALS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-060 A SURVEY OF EMPIRICAL EVIDENCE ON THE RELATIONSHIP BETWEEN IMPORT PRICES AND DOMESTIC PRICES

ARLINGTON, VA.

Dr. Dale M. Heien

ILAB contract J9K70004
Project completed fiscal year 1978

Descriptors: PRICES

The project summarized evidence useful in understanding the relationship between changes in the landed cost of imports and changes in prices of goods at the retail level. The literature examined included studies of the relationship between wholesale and retail prices generally and of the extent to which devaluation of the U.S. dollar leads to higher retail prices.

THE EFFECT ON DOMESTIC PRICES OF CHANGES IN THE PRICES OF IMPORTED GOODS: A SURVEY OF THE EVIDENCE AND SOME EMPIRICAL RESULTS
May 1977
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-061* TARIFF ITEMS 806.30 AND 807.00 AND FOREIGN COMPONENT MANUFACTURING

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Lee A. Reynis

ILAB contract 76-14
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; TECHNOLOGY TRANSFER

This study is concerned with the domestic impact on employment of the offshore assembly provisions of the U.S. tariff schedule. Under items 806.30 and 807.00, components manufactured in the United States may be

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

sent abroad for final assembly. When components or finished goods are reimported, only the value added is subject to tariff duty.

Of particular interest is the impact of technology transfer associated with offshore assembly. Through the "learning by doing" process, component assembly abroad may accelerate the rate at which foreign countries begin their own production of such components. This process may shorten the product life cycle, enabling foreign countries to produce components and finished goods for domestic use and even export sooner than otherwise probable.

6-062 TRADE AND EMPLOYMENT EFFECTS OF MULTILATERAL TRADE LIBERALIZATION

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

ILAB contract 75-07
Project completed fiscal year 1976

TRADE, WELFARE, AND EMPLOYMENT EFFECTS OF MULTILATERAL TRADE NEGOTIATIONS IN THE TOKYO ROUND
Dr. William Cline
June 1976

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; SIMULATION; LAYOFFS; LABOR DEMAND
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-063 TRADE AND EMPLOYMENT IN THE CHEMICAL INDUSTRY: LABOR DEMAND AND PRODUCT DEMAND

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Dr. Donald Green

ILAB contract J9K60004
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; CHEMICAL INDUSTRY; LABOR DEMAND; PRODUCT DEMAND

The principal objective of this study was an estimate of the effects of changes in trade barriers here and abroad on prices, output, and employment in the chemical industry. The benefits of lower U.S. trade barriers to users, as well as the displacement costs that workers may incur, were calculated. The gains to the United States resulting from lower trade barriers abroad received special emphasis.

The project also attempted to evaluate the effects of investments abroad by U.S. multinationals on foreign supply. Furthermore, the project attempted to assess the effects of recent technological development on the pattern of world trade in chemicals.

IMPACTS OF REDUCED TRADE BARRIERS ON THE CHEMICAL INDUSTRY
Dr. Kenneth E. Lunde
March 1978
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-064 U.S. TRADE POLICY: FORMATION AND EFFECTS

U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

ILAB contract 74-11
Project completed fiscal year 1977
Dr. Robert E. Baldwin
January 1977

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; INPUT-OUTPUT MODELS; LABOR DEMAND; LABOR FORCE; LAYOFFS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-065* WORKER ADAPTATION TO INTERNATIONALLY-INDUCED JOB LOSS

C/O NOVAK
STATE COLLEGE, PA.

Dr. Peter B. Meyer

Contract J9K80001
Project still in progress

Descriptors: LAYOFFS; GOVERNMENT POLICIES; TRADE ADJUSTMENT ASSISTANCE

The project will examine the experience of workers who were laid off by the RCA plant in Mountaintop, Pa., and were eligible for Worker Adjustment Assistance. Workers, community leaders, and plant officials will be interviewed. The purpose of the project is to evaluate the strengths and weaknesses of past practices in providing such assistance and make suggestions for appropriate changes.

APPENDIXES

A. GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS UNDER CETA

The purpose of this section is to establish guidelines for the submission of proposals for research and development project funding to the Employment and Training Administration, U.S. Department of Labor.

Funds for research and development activities may be awarded under authority of two legislative acts:

1. Title III of the Comprehensive Employment and Training Act of 1973 (Public Law 93-203 approved December 28, 1973) provides for a comprehensive program of employment and training research.

Title III of the CETA also authorizes "a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting manpower, employment, and training problems." The projects, subsumed under the word "development" in these guidelines, seek to develop and test in operation new ways in which employment and training programs might be made more effective.

2. Social Security Act (81 Stat. 888) provides for studies which will provide information for the improvement of the overall effectiveness of the Work Incentive Program (title IV, pt. c, sec. 441).

Research and development projects are not limited to particular types of organizations. Academic institutions, State and local government units, community, private, and other organizations and individuals with research or experimental and demonstration capabilities in the employment and training area may apply for project funding.

GUIDELINES FOR R&D PROPOSALS: CONTRACTS AND GRANTS

PRELIMINARY PROPOSAL

The first step in applying for R&D funds is the submission of a preliminary statement describing the investigator's basic study ideas, subjects of research, or proposals for experimental development and demonstration.

The preliminary proposal should be brief and self-explanatory. Fifteen copies are required. It should include:

1. The problem to be investigated or the experiment or demonstration to be conducted.
2. Objectives and potential application of findings.
3. Operational, research, or assessment procedures.
4. Time and budget requirements (summary only).
5. Statement on relevance to employment and training problems.

A separate statement concerning staff, facilities, capabilities for conducting research, experimentation, or demonstration, and previous related experience should accompany the preliminary proposal. The preliminary proposal and other related materials should be sent to:

Director, Office of Research and Development
Employment and Training Administration
U.S. Department of Labor
Washington, D.C. 20213

After reviewing this preliminary summary, the Employment and Training Administration may request a formal proposal. (Formal proposals should follow the outline detailed below in Outline for Submission of Formal Proposals.)

GENERAL INFORMATION ABOUT REQUIREMENTS FOR FORMAL PROPOSALS

The proposed project should focus on potential solutions to significant employment and training problems. It should seek to develop new knowledge or new applications of existing knowledge which give promise of furthering the objectives of the legislation under which the contract would be authorized.

The end product to be sought by any project—its findings and conclusions—should be of broad program interest; it may be limited to specialized operations that can be shown to provide a basis for generalized conclusions or to have application over a wide area.

Management Capability. —The project director or principal investigator should have done successful research, or conducted experimental or demonstration programs, or have demonstrated clearly a competence for performing or directing such. It is also preferred that the director or principal investigator devote full time to the project. The organization submitting the proposal also must have available facilities and staff adequate to carry out the proposed activity or give evidence that it can acquire such, if funded.

Economic Efficiency. —The probable value of the findings of the overall project must justify the total proposed expenditure. The overall cost of the particular approach toward solving the problem in the proposed project must be reasonable when compared with the cost of other possible approaches. Projects should not duplicate ongoing or past research and development efforts and wherever possible should attempt to build on work already done.

Review of Proposals. —Formal proposals should be typed or otherwise reproduced on one side only and should be moderate in length. Twenty copies should be submitted.

Acknowledgment of receipt usually will be made within 15 days. Processing, review, and evaluation of comments received usually require 60 days from receipt of proposal.

Notice of approval for negotiation (or disapproval) will be given as soon as possible following review and evaluation. Final approval for funding will depend on a negotiated agreement on content, structure, and budget of the project by the proposer and the Employment and Training Administration.

Final Report. —Upon completion of the project, up to 200 copies of a final report are required. This report will present and analyze information secured, and for development projects will describe also the administrative structure developed and the operations performed. It will contain a summary which must include: (1) Findings and conclusions, (2) implications for program and policy, and (3) implications for further research or experimental and demonstration effort. Special attention should be given to recommendations for the application and use of the findings to programs, policies, and problems.

Publications derived from the work will acknowledge that the study was supported by the Employment and Training Administration, U.S. Department of Labor. If it chooses, the Department will have a right to publish and distribute the final report of the work done and to use the findings, including any research, program materials, or experimental and assessment designs developed, for any purpose whatsoever.

OUTLINE FOR SUBMISSION OF FORMAL PROPOSALS

There is no printed form to be used. Follow the outline below in describing the proposed project. Identify each section by number and title as indicated in the outline.

1. Cover page. The cover page of the proposal must show the following information in the order indicated:

> Proposal to the Director, Office of Research and Development, Employment and Training Administration, U.S. Department of Labor, for a Research or Development Project.
>
> Project title: (Be concise as specific as possible. Avoid obscure technical terms. Include key words under which project may be indexed.)

Submitted by:	(Name of organization, institution, agency, or individual, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Initiated by:	(Full name and position of individual who is initiating project, ordinarily the director or chief investigator.)
Transmitted by:	(Full name and position of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. The proposal should be signed by both the initiator and the transmitter on the original or master copy.)
Date:	(Date transmitted.)

2. Abstract. Summarize the proposal, preferably on one page, under two main heads: (a) Objectives and (b) procedures.

3. Problem. Describe the problem to be focused on and its significance.

4. Objectives. State the questions which the project is designed to help answer, the techniques or methods to be developed and/or tested, and/or the hypotheses to be studied.

5. Relationship to other research or experimental and demonstration programs. Discuss the proposed project in relation to previous research, experimentation, or demonstration in the area of the work proposed. Indicate how the proposal will add to knowledge on the particular problem and indicate how it will make employment and training programs more effective and efficient. Distinguish what is different about this proposed project, as compared with other projects conducted previously or currently.

6. Project design and components.

a. For development, experimental, and demonstration projects. (All such proposals must contain a research component.)

(1) Describe the work plan. Who will perform what tasks in what ways, involving what types and approximate number of participants?

(2) Describe the organizational arrangements for administration of the project.

(3) Present a time schedule for performance of the stated tasks.

(4) For the research component, follow the outline in 6(b).

b. For research projects. Describe the research design in detail, listing the steps to be followed. Include specific information, as relevant, on each of the following:

(1) Research method. What is the method to be employed in the study? Examples: Survey method, descriptive-theoretical analysis, participant observations, experimental and control group comparisons.

(2) Study subjects. Where there are populations, samples, experimental and control groups, indicate their purpose, origin, composition, size, type of data to be collected on each, and sampling plans.

(3) Data collection. Describe types of data to be gathered and methods of collection. To the extent feasible, data that are already available or are being collected from other sources must be used. Describe questionnaires, interview guides, tests, and other research instruments to be used. In studies for which it is determined that the project is subject to the requirements of the Federal Reports Act of 1942, it will be necessary for the researcher to submit copies of questionnaires and survey plans for clearance in advance of their use.

(4) Analytic techniques. Indicate statistical or other analytic techniques to be used in testing the hypotheses or achieving the objectives of the study.

(5) Phasing. Indicate the approximate time schedule for phasing each step of the project.

7. Personnel. Give name, title, and a statement of the educational and professional experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages. Detail the research staff resources available to the organization.

9. Subcontracting. It is the policy of the Department of Labor that subcontracts be made on a competitive basis. If a subcontractor is to be used for any part or parts of the operation or for research or assessment, specify the nature of the work and the subcontractor's credentials for conducting it. Any subcontract is negotiated by the performing organization, but will be subject to prior approval by the Office of Research and Development.

10. Utilization. Indicate the potential principal users of the proposed project's findings and how end products (reports, guide materials, handbooks) will be structured to encourage and facilitate use by policymakers, program administrators, and the research community.

11. Other information. Indicate other pertinent information, including the following:

a. Identify other organizations whose participation or cooperation is required and present evidence of their willingness to provide it.

b. Amount of financial or other support available for this project from other sources.

c. Whether this proposal is an extension or an addition to a previously Government-supported project.

d. Whether financial support for this proposal or a similar one has been requested from any Government or private organization other than the Employment and Training Administration, U.S. Department of Labor.

12. Budget. Start this section on a new page, identifying it in sequence with previous sections as 12. "Budget." The budget will include all estimated costs to be covered by any funding from the Department of Labor.

The cost of performance includes the cost of necessary direct items of expenditure incurred in the performance of the project. It should also include an amount for overhead or indirect costs only if appropriate.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure. If the project is expected to extend beyond 12 months, indicate the amount required for each year, and in total.

a. Direct costs.

(1) Personal services.

(a) Include salaries and wages of all personnel directly attributable to actual performance under this project, whether on a full- or part-time basis. List personnel by title, worker-months (full- or part-time—be specific), and dollar amounts. (b) Include in connection with the above, but identify separately, allowances (dollar amounts and percentages of base salaries) for vacation, holidays, sick leave pay, and any other employee benefits customarily granted.

(2) Consultants and contract service. Include allowances for consultants and contract service as required.

(3) Materials and supplies. Assign a cost to all materials and supplies which will be expended directly by the contractor in performance of the project.

(4) Travel. Furnish estimates of the number of trips, method of transportation, and cost of travel. Include the estimated amount for subsistence and daily allowance rates, auto mileage rates, etc., during travel, in accordance with the organization's established policy.

(5) Communications. Include telephone, telegraph, and postal charges.

(6) Services. Include those not specifically covered under personal services (e.g., interviewer cost, computer cost). When a study involves securing information through Federal agencies (as the U.S. Bureau of the Census) or State agencies (as State employment services), the cost of such services, if any, should be included.

(7) Other. Itemize by category and amount.

b. Indirect cost or overhead. Give the basis for the organization's determination of proposed overhead rate and reference to the rate approved currently by other Government agencies, if any.

Overhead rates may be fixed during the negotiation of funding, or may be determined provisionally, with final settlement made at the conclusion of the project. If an overhead rate has been established by a Government audit agency, identify the cognizant audit agency and contact person, the rate established, the allocation base, and the period for which it was established.

It is most important that all items of cost be readily identifiable, regardless of whether they are shown as direct or indirect.

The proposed budget will be reviewed against applicable Federal regulations as part of the initial review. Where changes are necessary for projects which are approved otherwise for negotiation, these changes, as well as decisions concerning the determination of an overhead rate, will be made during the negotiation of the funding.

It is the policy of the Department to encourage cost-sharing arrangements on research projects in accordance with the principles set forth in the Federal Management Circular (FMC) 73-3, dated December 4, 1973, entitled "Cost Sharing on Federal Research." The budget presentation should show what costs the proposer will absorb as his contribution. If no costs are to be met by the proposer, an explanation should be provided.

GUIDELINES FOR DOCTORAL DISSERTATION GRANTS

Academic institutions offering doctoral degrees in areas of study (such as economics, sociology and social work, psychology, education, and the behavioral sciences generally) which relate to the employment and training field may apply for grants to support dissertation research of graduate students who have completed all requirements for the doctoral degree except the doctoral dissertation, or who will have met these requirements before the grant is effective. A separate application in the form of a study proposal must be submitted for each candidate nominated by the university for a grant. Such a grant will be made to the university in the name of the candidate.

GRANT GUIDELINES

The maximum amount of direct costs (see The Application, par. 5a) of any one grant is $10,000 for a period not to exceed 1 year. Support for projects extending beyond 1 year will be considered only under very special circumstances. Requests for no-cost extensions of approved grants will be considered only if reasonable progress is reported. Such requests require written support of the candidate's sponsor, and must be approved by the sponsoring institution and submitted at least 2 months before the expiration of the grant. The notice of grant award will indicate the period for which the Department intends to support the project.

The grant may cover the following costs:

1. Support for the doctoral candidate will generally be on a stipend basis, determined by the proportion of time spent by the candidate on his or her dissertation times the following full-time annual stipend rates:

Doctoral candidate	$4,500
Dependent children allowances (additional)	
1	550
2 (maximum allowance)	1,100

Under this schedule the maximum annual stipend rate for a doctoral candidate with two or more dependent children is $5,600. The following example illustrates how a stipend may be computed:

> A doctoral candidate with one child who teaches half time and works on the dissertation half time for 9 months of the year, and devotes full time to the dissertation the other 3 months, could receive a stipend of $3,157—three-fourths of the year at half time, $1,894, plus one-fourth of the year at full time, $1,263.
>
> A candidate who has been regularly employed in teaching or research activities by the sponsoring university or a related research organization, and for whom the dissertation research requires relief from part of the individual's employment, may be supported at the established rate of pay, prorated for the proportion of the time devoted to the dissertation, provided that the total amount of the candidate's pay from the grant does not exceed the amount which the candidate could otherwise receive as a stipend if devoting full time to the dissertation (see par. 1 above).

2. Major direct project costs, such as clerical assistance, necessary travel, computer time, and special supplies.

3. Indirect costs at a fixed rate not to exceed the established audited rate of the institution. The stipend may not be treated as a personnel cost for the purpose of computing the amount of indirect costs. However, the salary of a candidate employed by the university (as in par. 1 above) will not be considered a stipend.

4. Allowance to sponsoring university.

> a. When the candidate is on a stipend basis, and is not charged tuition or fees, an allowance of $2,500 will be granted to the university in lieu of tuition, fees,

general supplies, and other administrative costs for grants of 6 months' to 1 year's duration. For grants of less than 6 months, the allowance will be one-half of the annual rate, except that in the rare instances when no-cost extensions are allowed, the allowance to the sponsoring university will be prorated on a monthly basis.

b. When the candidate is employed by the university and paid a salary, no allowance will be granted. In such instances, the university may include the salary of the candidate in the base against which indirect costs rates may be applied.

In accordance with Federal Management Circular (FMC) 73-3, dated December 4, 1973, "Cost Sharing on Federal Research," the grantee institution must share in the total cost of the project. However, costs of services of academic and administrative staff, including the candidate's sponsor or dissertation adviser, which would normally be covered by tuition and fees of the university, may *not* be shown as a contribution of the university.

For applications which are approved, the submission of copies of final reports (dissertations) will be in accordance with condition 16 of the Conditions for Doctoral Dissertation Grants.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the university or the doctoral candidate and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Employment and Training Administration of the U.S. Department of Labor under the Comprehensive Employment and Training Act of 1973. The Department will have a nonexclusive right to publish and distribute the final report of the research and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all dissertation grants are appended as Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects. As indicated below, written exceptions requested from these conditions should be included with the transmittal of the application.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent by the university to:

Director, Office of Research and Development
Employment and Training Administration
U.S. Department of Labor
Washington, D.C. 20213

Closing dates for applications are September 1, December 1, March 1, and June 1. Applications will be accepted which are postmarked or delivered on or before each of these dates. However, applications received 1 week or more after a closing date, regardless of postmark, will be accepted for the next scheduled closing date. Should an early acknowledgment of the receipt of applications be desired, a stamped self-addressed postcard referenced to the application should be enclosed. Processing of applications requires approximately 3 months, including evaluation by a review panel. Applicants may expect to be notified of action taken about 3 months after the applicable closing date. A grant approved for a candidate who has not completed all requirements for the doctoral degree at the time of application will require notice from the university to the grant officer that all requirements have been met before any payments will be made under the grant award.

CRITERIA FOR APPROVAL

Applications are reviewed by a panel of persons from outside the Government who are experts in the employment and training field. Only those applications for studies relevant to the objectives of CETA are referred to the panel for review and recommendation.

The panel considers all elements of an application in its review, giving primary emphasis to the candidate's ability, originality, and creativity as evidenced by the study proposal. The standing of the candidate and his application relative to other candidates,

and to the availability of funds for the program, determines whether the proposal will be approved for a grant award. Approval may be conditional on acceptance of changes as recommended by the review panel, including substantive and budget revisions.

THE APPLICATION

Applications should contain the information requested below in the order indicated. There is no printed form to be used.

1. The first page should show the following:

Proposal Submitted to the Administrator, Policy, Evaluation and Research, Employment and Training Administration, U.S. Department of Labor, for a Grant in Support of a Doctoral Dissertation Under Authority of the Comprehensive Employment and Training Act of 1973, Public Law 93-203.

Project title:	(Be concise, descriptive, and as specific as possible.)
Submitted by:	(Legal name of university and department sponsoring the candidate.)
Address:	(Of university, including zip code.)
Telephone number:	(Of university, including area code.)
Candidate:	(Name, address, and phone number. Candidate should sign original or master copy.)
Sponsor:	(Name, position, academic degrees, and phone number of university dissertation adviser, or sponsor of the candidate. This person should sign original or master copy.)
Transmitted by:	(Name, position, and phone number of approving official. This person should be someone with legal authority to commit the university, and should sign the original or master copy. Unless otherwise indicated, all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official.)
Date:	(Date transmitted.)

2. Include a statement of the background of the candidate, education and employment experience, and a list of published works. Indicate if the candidate has met all requirements for the doctoral degree other than the dissertation and, if not, when they will be met.

3. The candidate's sponsor should submit a statement in support of the proposal, indicating his evaluation of the interests and potential of the candidate. Where the sponsor is other than the dissertation adviser for the candidate, the adviser should also include such a statement.

4. As part of the application, a one page abstract MUST precede a detailed statement of the proposed dissertation. The abstract should indicate (1) The overall objective(s) of the research study; (2) data sources, methodology, and analytical procedures to be used; and (3) the anticipated employment and training policy and/or program implications. The detailed statement should include:

a. The problem to be investigated, its importance and significance.

b. The objectives of the study, including hypotheses to be tested and specific questions to which answers will be sought.

c. Procedures to be used. Include, as appropriate, general design, population and sample to be studied; data to be gathered and methods to be used; and methods of analysis to be applied.

d. Anticipated policy and program implications of the findings, if appropriate.

e. A time schedule for the study and its major phases.

f. It is suggested that applicants submit evidence that Federal or State agencies or others who possess information required for the study have agreed to make such information available to the candidate.

g. The amount of financial assistance or other support available for the study from other sources.

h. Whether financial support for this proposal has been or will be requested from any Government or private organization other than the Employment and Training Administration, U.S. Department of Labor.

i. Questionnaires, test batteries, or other instruments which have been developed for the research study must be submitted with the application.

j. Length of proposals (excluding appendixes, vita, bibliographies, questionnaires, test instruments, etc.) range between 20-30 pages doubled spaced on one side only. Applicants are encouraged to limit proposal length accordingly.

5. Include a budget statement in detail for the grant period. Budget items to be shown are listed below. Dollar amounts are to be rounded off to the nearest dollar and listed in two columns. In the first column show amounts of funds requested and in the second column the amount the grantee university intends to contribute from non-Federal sources.

a. Direct costs.

(1) Personal services. Show the portion of the candidate's time to be spent on the project, and the rate of stipend or salary.

(a) If a stipend, indicate the basis for the rate used in accordance with schedule of stipends shown earlier in these guidelines.

(b) If a salary, indicate the basis for the recommended rate of pay. Total salary charged to the grant may not exceed that amount which would be payable for full-time work on the dissertation under the schedule of stipends shown earlier in these guidelines.

(2) Major materials and special supplies required for the study. Itemize in broad categories and amounts.

(3) Travel, including subsistence at actual cost but not to exceed the amount allowable under the customary practice of the grantee. Give details of travel and subsistence, including types of transportation to be used and rates allowed.

(4) Communication and services not included elsewhere. Itemize by broad categories and amounts. For computer use, show type, number, cost per hour, etc.

(5) Other direct costs. Itemize by category and amount. When the candidate is on a salary basis, tuition and fees normally paid to the institution by doctoral candidates working only on their dissertations may be shown as a contribution of the institution in lieu of personal and other services covered by such tuition and fees (as, for example, the time spent by the candidate's sponsor supervising the work of the candidate). Such tuition and fees are allowable as part of the grant amount only to the extent that they reflect grantee costs directly attributable to the work of the candidate.

b. Indirect costs. A fixed rate which does not exceed the grantee university's established audited rate may be used. Indicate the basis for the established rate: the date, audit agency, and reference numbers, if any.

c. Allowance to university. Include in amount requested as noted under Grant Guidelines, paragraph 4.

6. A statement acknowledging that the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA (which follow the Guidelines for Small-Grant Research Projects) have been reviewed and will be accepted if the grant is approved. Any provisions from which the institution desires exception should be clearly indicated and justified.

GUIDELINES FOR SMALL-GRANT RESEARCH PROJECTS

Public and private nonprofit academic institutions and research organizations may apply for small grants to support research projects or research-related activities in the employment and training field.

This small-grant program is principally for postdoctoral research. Projects approvable include:

1. Research that explores new fields of inquiry.
2. Research that explores new methods of approach to existing fields of inquiry.
3. Studies that test the effectiveness or feasibility of research projects or programs.
4. Syntheses of the current state of knowledge in various research areas in order to provide policy and program guides for employment and training programs.

Under special circumstances, grants may also be made to assist research projects underwritten by other agencies or institutions, but which require additional funds to assure completion.

GRANT GUIDELINES

The maximum amount of direct cost (see The Application, par. 10a below) of any one grant is $15,000 for a period not to exceed 1 year. For projects scheduled for more than 1 year, additional grants, each within the same limitation, may be made for a total of not to exceed 2 years, subject to availability of appropriated funds, receipt of progress reports showing reasonable progress, and requests for such renewals to be submitted not later than 2 months before the expiration of previous grants. The initial grant will indicate the period for which the Department intends to support the project.

Grant funds may be expended only for the purpose of carrying out the research project as approved. In accordance with Federal Management Circular (FMC) 73-3, dated December 4, 1973, "Cost Sharing on Federal Research," the grantee institution must share in the total cost of the project.

All grant awards are subject to the condition that the principal investigator designated in the application continues to be responsible for the conduct of the approved project for its duration. Continuation of grants in the event the principal investigator becomes unavailable will be contingent upon written approval by the Employment and Training Administration of the person chosen by the grantee to replace the principal investigator.

For applications which are approved, the submission of copies of final reports will be in accordance with condition 16 of the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA (see app. B). Incorporated into or accompanying this report will be a short summary, which includes one paragraph on the project's objectives, one on procedures, two or three paragraphs on findings, and one on implications of findings. For projects extending beyond 1 year, the renewal will be considered as a separate grant, and a progress report will be required with the request for renewal.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the grantee, and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Employment and Training Administration of the U.S. Department of Labor. The Department will have a nonexclusive right to publish and distribute the final report of the research project and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all research grants are appended as Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA in appendix B.

As indicated below, written exception requests from these conditions should be included with the transmittal of the application.

CRITERIA FOR APPROVAL

A primary consideration in the approval of any grant request is the relevance of the area of study to the objectives of CETA. Proposals which are determined to be relevant to the objectives of CETA will be reviewed by a panel of persons from outside the Government who are experts in the employment and training field and approved or disapproved in relation to criteria such as the following:

1. Significance.

   a. The project is focused primarily on significant employment and training problems.

   b. The anticipated results or methodology of the project have broad national interest, provide a basis for generalized conclusions, or have practical applicability.

2. Research design.

   a. The problem with which the research proposes to deal is clearly defined.

   b. The proposal reflects an adequate knowledge of other research related to the problem.

   c. Questions to be answered or hypotheses to be tested are well formulated and clearly stated.

   d. The proposal outlines fully the procedures to be followed, and whenever applicable, includes information on such matters as sampling procedures, including the size of the population to be studied and the size of sample and control groups, as well as types of data to be gathered, and statistical analyses to be made.

3. Personnel and facilities.

   a. The experience and training of the principal investigator appear adequate to carry out the research.

   b. The facilities available to the investigator(s) are adequate to carry out the research.

   c. The plan provides, wherever feasible, for encouraging and increasing knowledge and skills of professional personnel and of new research workers.

4. Economic efficiency.

   a. The investigator's approach to the problem is reasonable in terms of overall cost as compared with the cost of other possible approaches.

   b. The approach to problems involving the analysis of statistical data utilizes, to the extent feasible, data already available or being collected through Government and other sources.

   c. The total proposed expenditure is justifiable in terms of the probable value of the results of the proposed research, and the grantee institution is contributing a reasonable share of the total cost.

Approval may be conditional on acceptance of changes in the project or the budget, or both, as recommended by the review panel.

GRANT REVISIONS

The research plan of any approved grant will be revised only if major changes in the areas to be investigated are agreed to be necessary by the Employment and Training Administration. Changes in the research approach suggested by the development of a project or intended to expedite the achievement of its objectives, but not materially changing the scope and purpose of the study, may be made at the discretion of the grantee. Adjustments within the estimated approved budget may be made at the discretion of the grantee if the total amount of the grant and the total pay and rate of pay of the principal investigator(s) are not increased.

Prior written approval of the Department is required for:

1. Substantial changes in the scope or purpose of a study, with or without changes in the budget;

2. Any increase in the total budget for a grant;

3. Any increase in the total pay or rate of pay of the principal investigator(s);

4. Any change in the grant period.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent to:

Director, Office of Research and Development
Employment and Training Administration
U.S Department of Labor
Washington, D.C. 20213

Closing dates for applications are September 1, December 1, March 1, and June 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work scheduled to start 4 months or more following the applicable closing date. However, applications received 1 week or more after a closing date, regardless of postmark, will be accepted for the next scheduled closing date. Processing of applications requires approximately 3 months, including evaluation by a review panel. To assure an early acknowledgment of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application. Applicants may expect to be notified of action taken about 3 months after the closing date.

THE APPLICATION

Applications should contain the information requested in the order indicated. There is no printed form to be used.

1. The first page should show the following:

Proposal Submitted to the Administrator, Policy, Evaluation and Research, Employment and Training Administration, U.S. Department of Labor, for a Small Grant in Support of a Research Project Under Authority of the Comprehensive Employment and Training Act of 1973, Public Law 93-203.

Project title:	(Be concise, descriptive, and as specific as possible. Include key words under which project may be indexed.)
Submitted by:	(Legal name of institution or organization, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Principal investigator:	(Name, position, academic degrees, and phone number. Principal investigator should sign original or master copy.)
Transmitted by:	(Name, position, and phone number of official who is approving the submission of the proposal. This person should be someone with legal authority to commit the organization to the proposed project. Unless otherwise indicated, all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official, who should sign the original or master copy.)
Date:	(Date transmitted.)

2. Abstract. On a single separate page submit a summary of the proposal including: (a) Title of project; (b) name of organization; (c) name of principal investigator; (d) objectives; (e) procedures; (f) time schedule, i.e., beginning and ending dates (first year total and project total if longer than 1 year).

3. Problem. Give a brief statement of the problem to be investigated, explaining its importance and significance.

4. Objectives. State the objectives of the research project, including hypotheses to be tested and specific questions to which answers will be sought. For research design studies, include the ultimate objectives of the research to be designed.

5. Relationship to other research. Cite or summarize research related to the proposed study. Present the rationale upon which the proposal is based. Indicate the uniqueness of the proposal.

6. Procedure. Describe the procedure in detail, listing the steps to be followed. Include specific information on each of the following, as appropriate:

a. General design of project.

b. Population and sample to be studied.

c. Data to be gathered and methods to be used.

d. Methods of analysis to be used.

e. Time schedule indicating length of time required for each major phase of study.

7. Personnel. Give name, title, and a brief statement of the research experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages, including research staff resources, available to the organization.

9. Other information. Indicate other information pertinent to the proposal, including the following:

a. Amount of financial or other support for project from other sources.

b. Whether proposal has been or will be submitted to any other agency or organization for financial support.

c. Whether proposal is an extension of or an addition to a previous project supported by the Department of Labor or other Government agency.

d. Whether proposal or a similar one was previously submitted to the Department of Labor or other Government agency.

e. Extent to which cooperation has been agreed to by agencies whose assistance is necessary for the successful completion of the objectives of the proposal.

10. Include a budget statement on estimated costs of the project to be covered by the grant and by the grantee institution from non-Federal sources. Start this budget on a new page.

The proposed budget will be reviewed against applicable Federal regulations, such as Federal Management Circular (FMC) 73-3, dated December 4, 1973, as part of the review of the proposal. Where changes are necessary for the projects which are otherwise approved, final approval will be conditional on the acceptance of these changes.

The cost of the project includes the costs of necessary direct items of expenditures incurred in its performance; it may also include an amount of overhead or indirect costs at a rate which does not exceed the grantee institution's established audited rate for such projects.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure in two columns: (1) Amount of funds requested, and (2) amount of the grantee institution's contribution from non-Federal funds. If the project is expected to extend into a second year, indicate amounts required for each year and in total.

a. Direct costs.

(1) Personal services. Include:

(a) Salaries [1] and wages of all personnel which are directly attributable to actual performance under grant award, whether on a full- or part-time basis,

[1] For salaries at rates of $15,000 or more per annum or for consultant fees in excess of $75 per day, include a statement establishing that each such rate is in accordance with the established compensation rates and policies of the grantee institution.

including consultants. (List personnel by title, worker-months, and dollar amounts.)

(b) In connection with the above, but identified separately, allowances for vacation, holiday, and sick leave pay. Also include employee benefits customarily provided by organization.

(2) Materials and supplies. Itemize in broad categories and amounts all materials and supplies which are to be directly expended in performance of the project.

(3) Travel. Include subsistence during travel at actual cost, but not to exceed the amount allowable under the customary practices of the grantee. Give details of travel and subsistence, including types of transportation to be used and rates allowed.

(4) Communications. Include telephone and telegraph charges unless these are included in indirect costs.

(5) Services. Include those not specifically covered under personal services. Itemize by category and amount.

(6) Other. Itemize by category and amount. For computer use, show type, number, cost per hour, etc.

b. Indirect costs or overhead. A fixed rate which does not exceed the grantee organization's established audited rate may be used. Indicate the basis for the established rate: include the date, audit agency, and reference numbers, if any.

11. A statement acknowledging that the Conditions for Doctoral Dissertation Grants/ Small-Grant Research Projects Under CETA (which follow) have been reviewed and will be accepted if the grant is approved. If there are any provisions from which the organization desires exception, these should be clearly indicated and justified.

B. CONDITIONS FOR DOCTORAL DISSERTATION GRANTS/ SMALL-GRANT RESEARCH PROJECTS UNDER CETA

1. DEFINITIONS

As used in this grant (see sample Notice of Grant Award), the following terms shall have the meaning set forth below:

a. "Secretary" means the Secretary of the U.S. Department of Labor, and the term "his duly authorized representative" means any person or persons authorized to act for the Secretary.

b. "Grantee" means the institution named in this grant as the recipient of the grant award.

c. "Grant officer" means the person executing this grant document on behalf of the Government, and any other individual who is properly designated a representative of the grant officer and acting within the limits of his authority.

d. "ETA" means the Employment and Training Administration of the U.S. Department of Labor.

e. "Principal investigator/doctoral candidate" means the principal investigator in small-grant research projects and the doctoral candidate in doctoral dissertation grants.

2. APPLICABILITY OF CONDITIONS

These conditions shall be applicable to the grantee, to the principal investigator/doctoral candidate, and to any agency or organization which, pursuant to a contract, agreement, or other arrangement with the grantee, undertakes responsibility for any part of this grant. Exceptions to these conditions may be requested in cases where compliance with one or more of them would cause unnecessary difficulties in carrying out the approved project. A waiver of any condition must be in writing and must be signed by the grant officer. Any such waiver must be explicit; no waiver may be inferred from the fact that the grant is responsive to an application which may have contained material inconsistent with one or more of these conditions.

3. SCOPE OF WORK

The work and/or services which the grantee shall perform shall be consistent with the proposal as approved for support by the grant officer and shall be performed in accordance with the document which is appended as Attachment 1 to the Notice of Grant Award.

4. AMOUNT OF GRANT

The amount of the Federal grant shall not exceed the smaller of (a) the "Total Amount of This Grant" shown in the Notice of Grant Award or (b) the amount of cash expenditures (other than grantee contributions) made by the grantee for project purposes during the grant period. For this purpose, the amount of cash expenditures shall include only expenses which are chargeable to the budget of the grantee and which are determined by the grant officer to be allowable costs under the applicable provisions of subpart 1-15.3 of the Federal Procurement Regulations (41 CFR 1-15.3).

5. USE OF GRANT FUNDS

Grant funds shall be expended only for the purpose and activities of the approved project. Adjustments within the approved budget may be made by the principal investigator/doctoral candidate, with the approval of the grantee without prior approval by the grant officer, provided the total expenditures do not exceed the amount of the grant and the total pay and rate of pay of the principal investigator/doctoral candidate are not increased. Expenses which are attributable only in part to this project shall be prorated on a reasonable and consistent basis to determine the amount chargeable to the activities supported by this grant. The following statement, signed by the authorized university or college official, will accompany the final fiscal report:

"I certify that all payments and expenditures reported are for proper grant purposes and in accordance with the approved budgets set forth in the grant documents."

6. OBLIGATION OF GRANT FUNDS

Grant funds may not be obligated prior to or after the grant period. Obligations outstanding as of the end of the grant period may be liquidated (paid out) after the end of the grant period. Such obligations shall involve only specified commitments for which a need existed during the grant period and which are supported by approved contracts, purchase orders, requisitions, invoices, bills, or other evidence of liability consistent with the grantee's purchasing procedures and incurred within the grant period. All obligations incurred during the grant period shall be liquidated within 3 calendar months after the end of the grant period, if practicable.

7. PAYMENTS UNDER THE GRANT

Payments under the grant will be made as follows:

a. The initial payment will be made in the amount set forth on the cover sheet.

b. Final payment will be made on receipt and acceptance by the grant officer of (1) the reports required under condition 16 below, and (2) a final fiscal statement accounting for all expenditures under this grant.

8. UNOBLIGATED FUNDS

Funds remaining unobligated at the end of the grant period cannot be transferred to another grant. The amount of the free or unobligated balance remaining at the end of the grant period shall be returned by check payable to the U.S. Department of Labor when the final report for the grant period is submitted. If savings occur in the liquidation of obligations outstanding at the end of the grant period, these become part of the unobligated balance.

9. TRAVEL EXPENSES

Expenses charged for travel shall be governed by the following:

a. Local travel by public carrier at actual costs and by privately owned automobile at the grantee's usual rate.

b. Out-of-town travel at the actual costs of rail or air fare, plus actual costs of subsistence, but not to exceed those allowable under the customary practice of the grantee except that air travel shall be at less than first class where practicable.

10. SALARIES AND WAGES

The current policies of the grantee institution with respect to administration of salary and wages shall be applied to salaries and wages payable under this grant. The term "administration of salary and wage scales" is interpreted to mean hours of work, overtime rates, outside activities, general wage increases, and individual promotions. Consultants shall be paid at the prevailing rates established by the institution. In exceptional cases where the required caliber of services cannot be obtained at the prevailing rates, a request to pay a higher rate, with justification therefor, shall be submitted to the grant officer for consideration and prior approval before the commitment is made.

11. LEASE-PURCHASE AGREEMENT

The grantee shall not, while using Federal funds in the performance of this grant, lease either real or personal property under terms providing, among other things, for the option to apply rent in whole or in part toward the purchase of the property being leased without prior written consent of the grant officer. Moreover, the grantee agrees to have the substance of this clause inserted in any subcontract or equivalent instrument entered into in performance of the grant.

12. EXPENSES DISALLOWED

No project funds shall be expended for:

a. The purchase of land, or any interest therein; the acquisition or construction of facilities; or the procurement of passenger-carrying vehicles;

b. The cost of meals for employees or officials of the grantee except when in travel status; or

c. Costs incurred before or after the grant period.

13. INTEREST EARNED ON FEDERAL FUNDS

All interest earned on Federal grant funds shall be reported in the financial report for the grant period and shall be returned by check payable to the U.S. Department of Labor.

14. ACCOUNTING FOR PROPERTY

Title to all property furnished by the Government or acquired with grant funds remains in the Government. Upon completion of the project, the grantee shall make a report to ETA itemizing all nonconsumable property acquired with grant funds. The grant officer at that time will determine the disposition to be made of such property.

15. ACCOUNTING PROCEDURES AND AUDIT

Accounting for grant funds will be in accordance with grantee institution accounting practices, consistently applied, regardless of the source of funds. Itemization of all supporting records of grant expenditures, including grantee contributions, must be in sufficient detail to show the exact nature of the expenditures. The Federal Management Circular (FMC) 73-3 dated December 4, 1973, requires that the grantee's contribution to the project shall be not less in proportion to the total actual charges against the grant than the ratio indicated in the approved budget. Records must be available for audit by Government representatives and must be retained for 3 years after expiration of the grant or until grantee is notified by the grant officer that they may be disposed of.

16. REPORTS

Prior to the end of the grant period, grantee shall submit 10 reasonably durable, bound copies of a final research report covering the activities, research findings, implications, conclusions, and recommendations resulting from the project work. A short summary covering these subjects (four or five paragraphs totaling about 300 words) will either be included in or accompany the report. The form, "Standard Title Page for Technical Reports," must be completed and bound into each copy behind the title page. Said final report shall contain, either in the preface or on the title page, the following acknowledgment:

> The material in this project was prepared under Grant No.(s) (enter appropriate ETA numbers) from the Employment and Training Administration, U.S. Department of Labor, under the authority of title III, part B, of the Comprehensive Employment and Training Act of 1973. Researchers undertaking such projects under Government sponsorship are encouraged to express freely their professional judgment. Therefore, points of view or opinions stated in this document do not necessarily represent the official position or policy of the Department of Labor.

Final dissertation reports must be officially acceptable to the faculty member commitee and/or other appropriate university official responsible for the candidate's dissertation and must be signed by such persons.

17. QUESTIONNAIRE APPROVAL

No questionnaire or survey plan shall be identified as a Government study or Government-approved study, unless the grantee submits to the grant officer copies of said questionnaires and survey plans for clearance in advance of use, in accordance with the Federal Reports Act of 1942.

18. RIGHTS TO AND DISPOSITION OF DATA

The grantee may publish, cause to be published, or distribute for public consumption any information concerning the results or conclusions of research under this grant, without prior review by the grant officer, provided that such publications contain the acknowledgment required by condition 16 above.

Grantee agrees to furnish 10 copies of each such publication to ETA, and agrees, to the extent that the grantee has power to grant such rights, that the Government may duplicate, use, and disclose in any manner and for any purpose whatsoever, and have others so do, all data procured or reports delivered under this grant. It is understood that the grantee may not be required to disclose material of a confidential nature to the Government even though such material has been collected in the performance of this grant. If the grant results in a book or other copyrightable material, the author is free to copyright the work, but the grantee agrees that the Government reserves a royalty-free, nonexclusive, irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, all copyrighted material and all material which can be copyrighted resulting from this grant. It is further agreed that in any material prepared under this grant under which a license is reserved to the Government under the preceding sentence, the following language shall be added plainly in the vicinity of the copyright: "Reproduction by the U.S. Government in whole or in part is permitted for any purpose."

19. REVOCATION

a. This grant may be revoked in whole or in part by the grant officer after notice to the grantee, except that a revocation shall not affect any financial commitment which in the judgment of the grant officer had become firm prior to the effective date of the revocation. Upon notice of revocation, the grantee shall make no new commitments and shall cancel and otherwise reduce, insofar as possible, the amount of outstanding commitments and repay to the grant officer, by check payable to the U.S. Department of Labor, the uncommitted balance of all funds that have been paid to the grantee under the terms of the grant.

b. The grantee shall communicate with the grant officer whenever it has reason to believe that circumstances may necessitate revocation of the grant. It is expected that the most common cause for revocation will be inability of the grantee to carry out the program for which the grant was made or inability to adhere to the other conditions set forth in the grant instrument.

20. AVAILABILITY OF THE PRINCIPAL INVESTIGATOR/DOCTORAL CANDIDATE

The availability of the services of the person named in the notice of grant as principal investigator/doctoral candidate is one of the conditions of the grant. Grantee agrees to inform the Government immediately whenever it appears to be impossible for the principal investigator/doctoral candidate to continue to work on the project as planned. Under such circumstances doctoral dissertation grants must be revoked. Small-grant research projects may be revoked or the grantee may nominate a substitute for the principal investigator subject to the approval of the project officer.

21. CONTRACTS

a. Unless otherwise provided herein, prior written approval shall not be required for the purchase, lease, or rental by the grantee of articles, supplies, equipment, and services which are both necessary for and merely incidental to the performance of the work required under this grant, except that the following shall require such prior approval of the grant officer:

(1) Purchase of items of property or equipment having a unit value exceeding $250.

(2) Contracts and purchase orders exceeding 5 percent of the total estimated cost of this grant.

(3) Cost, cost-plus-a-fixed-fee, time-and-material, or labor-hour basis contracts.

(4) The purchase of any motor vehicle or airplane.

Nothing herein, however, shall be deemed to provide for the incurrence of any obligation of the Government in excess of estimated cost set forth in this grant or be construed to constitute a determination of the allowability of such cost. The grantee shall not enter into any agreement, under this grant, which provides for payment on a cost-plus-percentage-of-cost basis.

b. The grantee will give the Government immediate notice in writing of any action or suit filed and prompt notice of any claim made against the grantee by any party with whom the grantee has entered into a subcontract and which, in the opinion of the grantee, may result in litigation related in any way to this grant.

22. EQUAL OPPORTUNITY

The following clause is applicable unless this grant is exempt under the rules, regulations, and relevant orders of the Secretary of Labor (41 CFR, ch. 60).

During the performance of this grant, the grantee agrees as follows:

a. No person with responsibilities in the implementation of said grant will discriminate against any participant, employee, or applicant for employment in conjunction with such grant because of race, color, creed, sex, national origin, political affiliation, or belief. The grantee will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The grantee agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the grant officer setting forth the provisions of this equal opportunity clause.

b. The grantee will state, in all solicitations or advertisements for employees placed by or on behalf of the grantee, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

c. The grantee will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding a notice, to be provided by the agency grant officer, advising the labor union or workers' representative of the grantee's commitments under this equal opportunity clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The grantee will comply with all provisions of Executive Order No. 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

e. The grantee will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the Department of Labor and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

f. In the event of the grantee's noncompliance with the equal opportunity clause of this grant or with any of the said rules, regulations, or orders, this grant may be canceled, terminated, or suspended, in whole or in part, and the grantee may be declared ineligible for further Government grants or contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

g. The grantee will include the provisions of paragraphs a through g in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The grantee will take such action with respect to any subcontract or purchase order as the Department of Labor may direct as a means of enforcing such provisions, including sanctions for noncompliance. *Provided, however,* that in the event the grantee becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the con-

tracting agency, the grantee may request the United States to enter into such litigation to protect the interests of the United States.

23. POLITICAL ACTIVITY

No funds provided hereunder shall be used for any partisan political activity or to further the election or defeat of any candidate for public office, and no part of the administration of the program authorized by this grant shall be intermingled with or closely affiliated with any partisan political activity. In addition, it should be noted that employees of public bodies and community action agencies may be subject to limitations on their political activities under the Hatch Act 5 U.S.C. 1502(a), 18 U.S.C. 595.

24. BUY AMERICAN ACT

a. In acquiring end products, the Buy American Act, U.S.C. 10(a)(d) provides that the Government give preference to domestic source end products. For the purpose of this clause:

(1) "Components" mean those articles, materials, and supplies which are directly incorporated in the end products;

(2) "End products" mean those articles, materials, and supplies which are to be acquired under this grant for public use, and

(3) A "domestic source end product" means;

(a) An unmanufactured end product which has been mined or produced in the United States, and

(b) An end product manufactured in the United States if the cost of components thereof which are mined, produced, or manufactured in the United States exceeds 50 percent of the cost of all its components. For the purpose of this a. (3)(b), components of foreign origin of the same type or kind as the products referred to in b. (2) or (3) of this clause shall be treated as components mined, produced, or manufactured in the United States.

b. The grantee agrees that there will be delivered under this grant only domestic source end products, except end products:

(1) Which are for use outside the United States;

(2) Which the Government determines are not mined, produced, or manufactured in the United States in sufficient and reasonably available commercial quantities and of a satisfactory quality;

(3) As to which the Secretary determines the domestic preference to be inconsistent with the public interest; or

(4) As to which the Secretary determines the cost to the Government to be unreasonable.

The foregoing requirements are administered in accordance with Executive Order No. 10582 of December 17, 1954.

25. COVENANT AGAINST CONTINGENT FEES

The grantee warrants that no person or selling agency or other organization has been employed or retained to solicit or secure this grant upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the grantee for the purpose of securing business. For breach or violation of this warranty, the Government shall have the right to annul this grant without liability or, in its discretion, to deduct from the grant award, or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

26. OFFICIALS NOT TO BENEFIT

No member of, or delegate to Congress, or resident commissioner, shall be admitted to any share or part of this grant, or to any benefit that may arise therefrom; but this provision shall not be construed to extend to this grant if made with a corporation for its general benefit.

27. DISCLAIMER OF LIABILITY

Liabilities for the project supported by this grant are those of the grantee and not the Federal Government, which assumes no liability with respect to accidents, illnesses, or claims arising out of the grant. Accordingly, the grantee is advised to take such steps to insure or protect itself as it may deem desirable.

28. OTHER CONDITIONS

The grantee agrees to comply with provisions 2—15 as set forth in title VII, sec. 703, CETA, as may be applicable.

C. Excerpt from the COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973

Public Law 93-203, 87 Stat. 861

TITLE III—SPECIAL FEDERAL RESPONSIBILITIES

Part B—Research, Training, and Evaluation

RESEARCH

SEC. 311.(a) To assist the Nation in expanding work opportunities and assuring access to those opportunities for all who desire it, the Secretary shall establish a comprehensive program of manpower research utilizing the methods, techniques, and knowledge of the behavioral and social sciences and such other methods, techniques, and knowledge as will aid in the solution of the Nation's manpower problems. This program will include, but not be limited to, studies, the findings of which may contribute to the formulation of manpower policy; development or improvement of manpower programs; increased knowledge about labor market processes; reduction of unemployment and its relationships to price stability; promotion of more effective manpower development, training, and utilization; improved national, regional, and local means of measuring future labor demand and supply; enhancement of job opportunities; skill training to qualify employees for positions of greater skill, responsibility, and remuneration; meeting of manpower shortages; easing of the transition from school to work, from one job to another, and from work to retirement, opportunities and services for older persons who desire to enter or reenter the labor force, and for improvements of opportunities for employment and advancement through the reduction of discrimination and disadvantage arising from poverty, ignorance, or prejudice.

(b) The Secretary shall establish a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems; however, nothing in this subsection shall authorize the Secretary to carry out employment programs experimenting with subsidized wages in the private sector or with wages less than those established by the Fair Labor Standards Act of 1938, as amended, for employment subject to that Act. In carrying out this subsection with respect to programs designed to provide employment and training opportunities for low-income people, the Secretary shall consult with such other agencies as may be appropriate. Where programs under this section require institutional training, appropriate arrangements for such training shall be agreed to by the Secretary of Labor and the Secretary of Health, Education, and Welfare.

(c) The Secretary is authorized to conduct, either directly or by way of contract, grant, or other arrangement, a thorough evaluation of all programs and activities conducted pursuant to this Act to determine the effectiveness of such programs and activities in meeting the special needs of disadvantaged, chronically unemployed, and low-income persons for meaningful employment opportunities and supportive services to continue or resume their education and employment and to become more responsible and productive citizens.

(d) The Secretary shall conduct such research and investigations as give promise of furthering the objectives of this Act either directly or through grants, contracts, or other arrangements.

INDEXES

A. Index of Contract and Grant Numbers

B. Index of Contractor and Grantee Organizations

C. Index of Individuals Associated with Contracts and Grants

D. Index of Research Subjects

A.—INDEX OF CONTRACT AND GRANT NUMBERS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter.)

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